

CATHOLIC TEACHERS' **SAFER SPACES SERIES**

Reflection Tool Identity and Allyship

Read and review [Dr. Tiffany Jana's explanation of ally\(ship\), accomplice, and co-conspirators.](#)

Ally[ship] The Thinking & Learning Phase	Accomplice The Reactive Phase	Co-Conspirator The Proactive Phase
<ul style="list-style-type: none">• Supports equal justice in theory — often with thoughts, and prayers, and sometimes with words in small group settings.• Reads books to broaden understanding.• Might post on social media.	<ul style="list-style-type: none">• Actively works to dismantle systems of oppression.• Passed through the initial phase of allyship and has done the requisite work of learning and understanding their roles in upholding unjust structures.• Uses what they've learned, and whatever access they have to help course correct systemic bias.	<ul style="list-style-type: none">• Works alongside the communities they support.• Have, seek, and create meaningful relationships with the people they actively support.• Shows up with (not just for) equity-deserving people and listens.• Respects the work already being done by leaders in justice spaces and offers meaningful support.



Using the above definitions, consider how you are responding to the diversity of OECTA members, colleagues, or students in your class.

Reflection moment: In responding to different identities, am I an ally, an accomplice, or a co-conspirator?			
Students/members	Ally	Accomplice	Co-conspirator
First Nations, Métis, and Inuit			
Black			
Racialized			
With disabilities			
2SLGBTQIA+			

» Additional Resources

See other resources in the Catholic Teachers' Safer Spaces Series, including:

- [Allyship & Beyond](#)
- [Reflection Tool – Moral Elements of Care and Allyship](#)
- [Safer Spaces? Braver Spaces? – Our Collective Responsibility](#)

See other resources in the Catholic Teachers' Mental Health and Wellness Series, including:

- [Understanding Anxiety and Depression](#)
- [Strategies to Promote Mental Health and Wellness](#)
- [Steps to Take if You are Concerned About Your Mental Health](#)