

**An ALLY
is not a noun.**

It isn't an identity, a label, or something to claim.

**Being an ally is taking action,
making a stand
doing something to make a difference
by standing up
against oppression and marginalization.**

**You are an ally
when someone else recognizes you as an ally**

*“An ally is a person that **actively** promotes and aspires to advance the **culture of inclusion** through **intentional**, positive and conscious efforts that benefit people as a **whole**”*



*“Members of the advantaged group who **recognise** their **privilege** and work in **solidarity** with oppressed groups to **dismantle** the systems of **oppressions** from which they derive power, privilege and acceptance”*

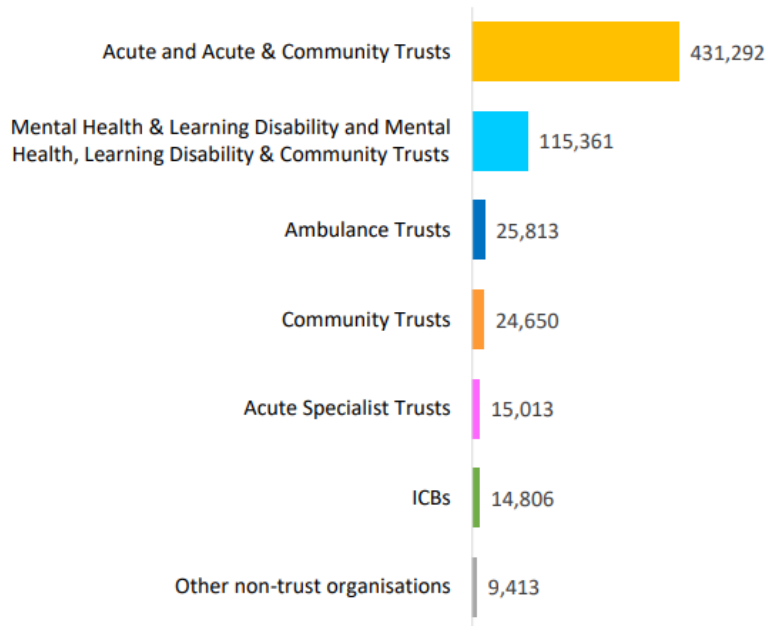
Statistics and Surveys

➤ NHS Staff Survey: Who took part?

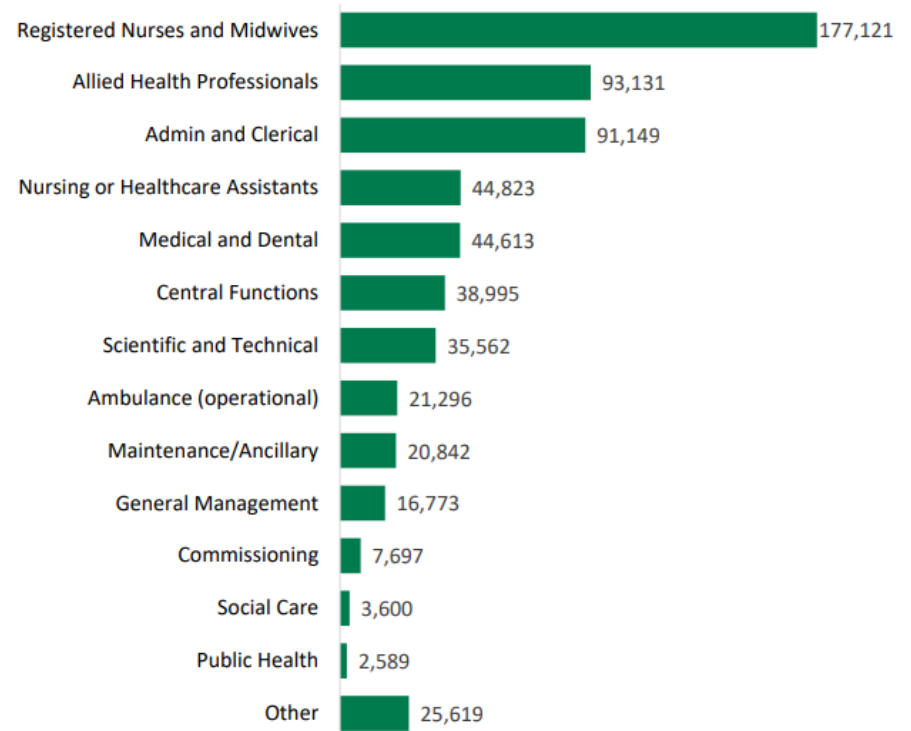
Survey
Coordination
Centre

The charts below show the number of staff who responded to the survey in 2022

By organisation type



By occupation group*



* Self-reported. Some staff chose not to respond.

RESEARCH ARTICLE

Open Access

Working hard to belong: a qualitative study exploring students from black, Asian and minority ethnic backgrounds experiences of pre-registration physiotherapy education



John A. Hammond^{1*}, Annabel Williams², Saskia Walker¹ and Meriel Norris²

RESEARCH ARTICLE

Open Access

Students with specific learning disabilities experiences of pre-registration physiotherapy education: a qualitative study



M. Norris^{1*}, J. Hammond², A. Williams³ and S. Walker²



Health Education England

Disrupting the Status Quo: Global Majority Physiotherapists experiences of the trajectory to Consultant Practice -A critical study

'We are our ancestors wildest dreams'



Physiotherapy

Volume 77, Issue 6, 10 June 1991, Pages 374-378



Experiences of Physiotherapists with Physical Disabilities

Carmel O'hare MCSP^a, Diane Thomson MSC MCSP^b

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[https://doi.org/10.1016/S0031-9406\(10\)62007-X](https://doi.org/10.1016/S0031-9406(10)62007-X)

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Home / Disability & Society, Volume 10, Number 1



Visually Impaired Physiotherapists: their struggle for acceptance and survival

Author: French, Sally

Source: *Disability & Society*, Volume 10, Number 1, 1 March 1995, pp. 3-20(18)

Publisher: Routledge, part of the Taylor & Francis Group

DOI: <https://doi.org/10.1080/09687599550023697>

PTJ: Physical Therapy & Rehabilitation Journal | *Physical Therapy*, 2022;102:1-10
<https://doi.org/10.1093/ptj/pzab280>
Advance access publication date December 22, 2021
Original Research



An Exploration of the Experiences of Physical Therapists Who Identify as LGBTQIA+: Navigating Sexual Orientation and Gender Identity in Clinical, Academic, and Professional Roles

Megan H. Ross^a, PT, PhD^{1,*}, John Hammond, PT, PhD², Janet Bezner, PT, DPT, PhD, FAPTA³, Darren Brown^a, BSc, MSc, MRes⁴, Andrea Wright, MCSP, MSc⁵, Lucy Chipchase, M App Science (Physio), PhD⁶, Maxi Miciak, PT, PhD⁷, Jackie L. Whittaker, PT, PhD⁸, Jenny Setchell, PT, PhD¹

Barriers to allyship

- ✘ Its not easy
- ✘ Misconceptions of allyship/being an ally
- ✘ Fear of making mistakes or unintentionally causing harm
- ✘ Fear of being labelled or called out
- ✘ Lack of Knowledge
- ✘ Not knowing where to start
- ✘ Struggle to recognize and accept own privilege and how it contributes to the marginalization of others
- ✘ Social or institutional pressure to conform to set behaviours
- ✘ Fear of personal consequences of speaking up (eg promotion)

How do you become an ally?



“What’s the matter?
It’s the same distance!”

ALLY CONTINUUM



APATHETIC

NO UNDERSTANDING
OF THE ISSUES

AWARE

KNOWS BASIC
CONCEPTS, NOT
ACTIVE ON BEHALF
OF SELF OR OTHERS

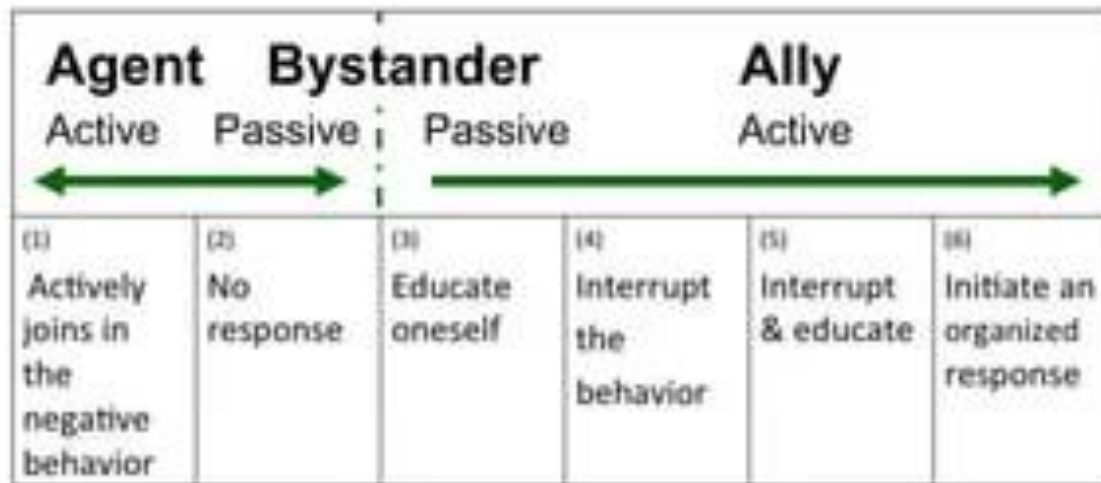
ACTIVE

WELL-INFORMED,
SHARING AND SEEKING
DIVERSITY WHEN
ASKED/PROMPTED

ADVOCATE

COMMITTED, ROUTINELY
AND PROACTIVELY
CHAMPIONING
INCLUSION

Bystander to Ally



Karen Bradberry, PhD

Rosetta Eun Ryong Lee (<http://tiny.cc/rosettalee>)




<https://www.karenbradberry.com/about>

Ask yourself these questions

 Where are you on the allyship continuum and bystander spectrum

 Do you understand the experience of others, especially those who don't look or sound like you?

 Have you ever asked those in your team who are from diverse backgrounds their own lived experiences?

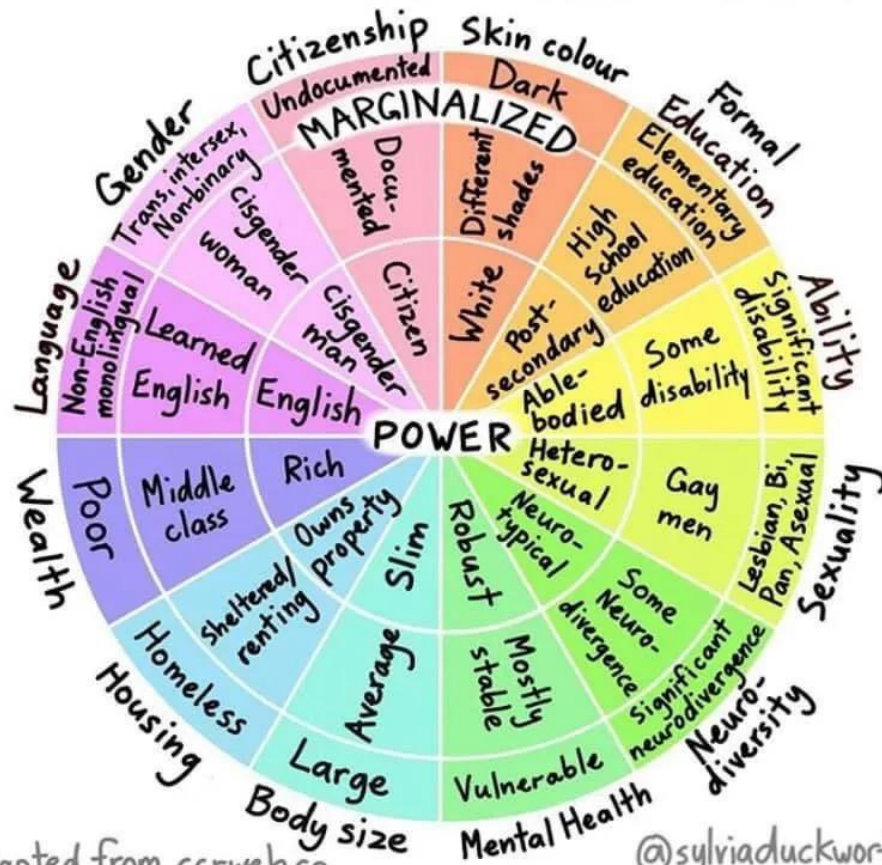
 Do you understand and appreciate difference?
What are you doing to help people succeed?

 Do you use inclusive language? Do you call out inappropriate behaviour?

 In meetings, who is sitting next to you and who is missing?

1. Understand Your Privilege

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaaduckworth

PRIVILEGE

a user's guide

WHITE

can see their race represented in media; their race is assumed to be default

MALE

can be in public space at night without fear of sexual harassment or violence

HETEROSEXUAL

can openly be in romantic relationships without fear of harassment or violence

CISGENDER

can use public restrooms without confusion or fear of harassment or violence

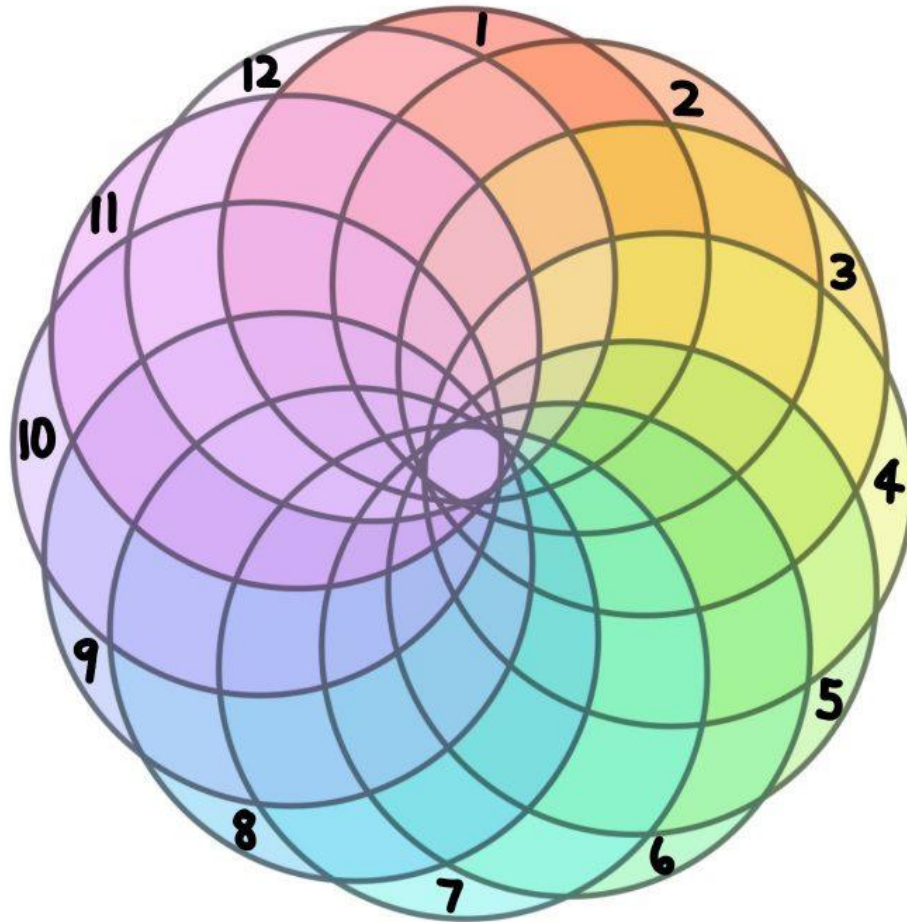
ABLE BODIED

can perform everyday activities without worrying about special accommodations

MIDDLE-UPPER CLASS

can easily purchase necessities such as food, shelter, and medications

INTERSECTIONALITY



- 1 Race
 - 2 Ethnicity
 - 3 Gender identity
 - 4 Class
 - 5 Language
 - 6 Religion
 - 7 Ability
 - 8 Sexuality
 - 9 Mental health
 - 10 Age
 - 11 Education
 - 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

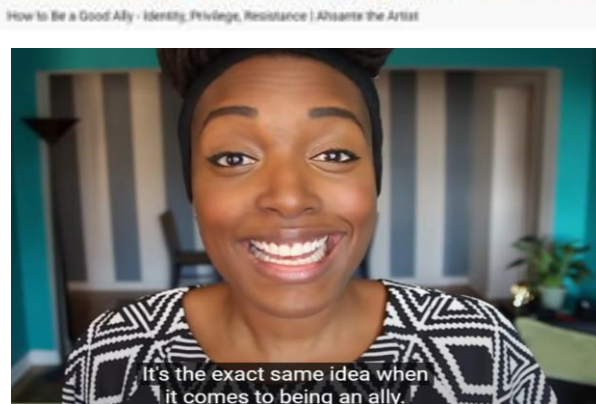
2. Listen and Learn



[Why is Allyship Important](#)



[How to be a good ally](#)



[5 tips for being an ally](#)



[Inclusion starts with I](#)



Changing the culture of conversations; Emerging Leaders



[AHP Leader Podcasts](#)

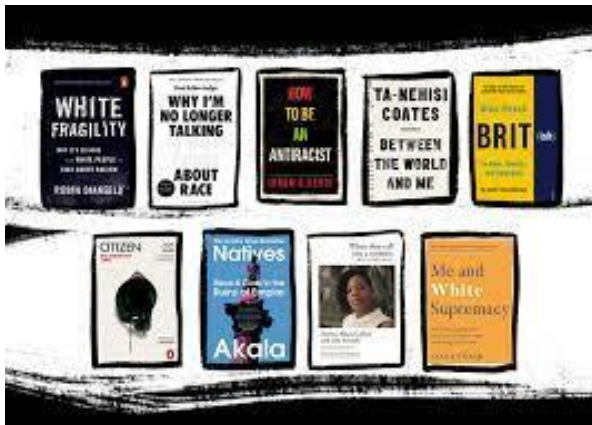


[Dr Melrose Stewart Podcast](#)

3. Amplify the voices of others



AMPLIFY
UNDERREPRESENTED
VOICES




4. Get comfortable being uncomfortable



"I REALIZE COMFORT IS OVERRATED. BECAUSE BEING QUIET IS COMFORTABLE. KEEPING THINGS THE WAY THEY'VE BEEN IS COMFORTABLE. AND ALL COMFORT HAS DONE IS MAINTAIN THE STATUS QUO. SO WE'VE GOT TO GET COMFORTABLE WITH BEING UNCOMFORTABLE BY SPEAKING THESE HARD TRUTHS WHEN THEY'RE NECESSARY."

LUVVIE AJAYI

 ETHOS3.COM

<https://luvvie.org/>

5. Be authentic

7 A's of Authentic Allyship





The Do's

- Refuse to be silent when there is injustice
- Amplify the voices of those who are underrepresented
- Use institutional power to strategically challenge
- Share opportunities for the growth and development of others
- Call out inappropriate actions, behaviour and language
- Be consistent and accountable



The Don'ts

- Take credit for the ideas of a marginalised group or person
- Expect special recognition for being an ally
- Speak on behalf of people or answer questions you can't
- Deny your own biases
- Dismiss the experiences of others if they make you uncomfortable
- Be performative, this can be even worse than bystanding or being silent