



Becoming an anti-racist supervisor and ally

This prompt sheet has been developed to be used alongside the film ‘**Becoming an anti-racist supervisor and ally**’. It will give you an opportunity to explore some of the areas of discussion highlighted in the film in more depth.

Please watch the film first before reading this.

Being an anti-racist ally

Allyship has become an important concept in anti-racism dialogue and work. The term ‘white ally’ is used to describe a white ‘anti-racist activist’ who actively joins people from Black, Asian and minoritised ethnic groups in their struggle against racism and white supremacy (Brown, 2002).

Figure 1 breaks down the concept of allyship into seven key areas.



Figure 1

7 A's of Authentic Allyship



Reflective points to consider

Please spend a few minutes considering each of the seven aspects of allyship outlined in figure 1.

- > Can you identify any areas where you are already working confidently as an ally?
- > Are there any gaps or areas you find more challenging to be an ally? Why do you think that is?
- > What support do you need to develop further as an ally?
- > How can you be an effective ally within your organisation?
- > Who might support you to develop further as an ally?

The practice supervisor as anti-racist ally

In the film the contributors argue that:

- > Everyone needs to work together to disrupt racism.
- > Being an ally means making a commitment to actively disrupting racism.
- > Practice supervisors are uniquely placed to be effective allies by supporting the development of practitioners from Black, Asian and minoritised ethnic groups and ensuring there is space in supervision to talk about the impact of racism.
- > Practice supervisors have a responsibility to explain the importance of allyship to all team members they line manage to promote a supportive team culture in which racism is acknowledged and discussed.

Taking up the challenge to become an anti-racist ally as a practice supervisor

The contributors in the film encourage practice supervisors to think about becoming anti-racist practice allies. They offer some tips about getting started with this:

- > Share your ideas about being an ally with your team. You may find it helpful to use figure 1 to explain allyship and prompt discussion initially.
- > Use individual supervision to talk to each team member about allyship and how you would like to develop a focus on this as a practice supervisor.
- > Make sure anti-racism is on the agenda for every supervision session going forward.
- > Ask questions about racism, anti-racism and allyship in supervision. For example:
 - How would I know if you are worried about racism?
 - What would you like to focus on in terms of anti-racism today?
 - How can you be an ally in your practice with children and families from Black, Asian and minoritised ethnic groups?
 - What have you learnt about allyship and how can you put this into practice going forward?
- > Make sure you provide opportunities to review the experience of focusing on allyship in individual supervision and team discussions to find out what is working well and what might be improved from the perspective of team members.

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