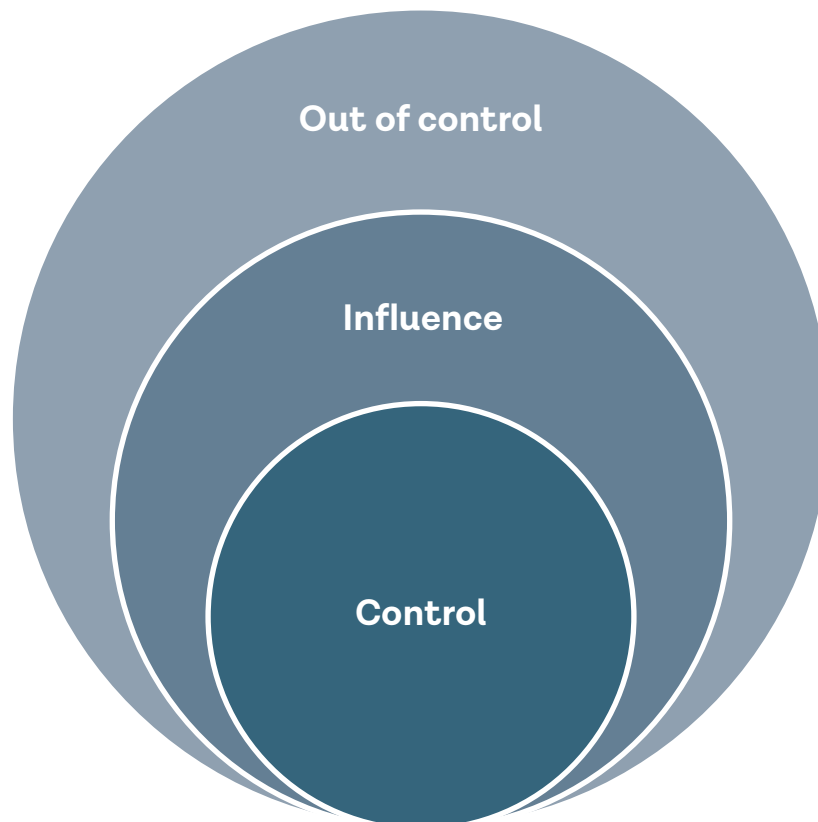


Tool 12: Intersectional reflection on my allyship

This tool helps you to think through where you can be an ally and where you need allyship.

Look at the circles of control:



Reflective questions:

- > What is in your control – where can you act as an ally?
- > What is in your influence – where can you influence others to be allies?
- > What is outside of your control – where might you need allyship from others?

You can come back to this tool after you have taken action:

- > What has shifted and moved from one circle to another?

You may find these thoughts from those who took part in the Change Project helpful:

- > *'It can be emotive to deal with oppression and discrimination as a practitioner, and so this tool could empower us as workers to see how we can influence, and what is in our control.'*
- > *'This helps us to think about how we can speak up against oppression and discrimination and empower people to stand up and challenge things for themselves and acknowledging the existence of structural causes of oppression.'*
- > *'This can help you to see who you can work with.'*
- > *'You can extend your circle of control and build confidence.'*
- > *'The model is useful for a self-check and to keep you accountable.'*