

Facilitator's Guide:  
Privilege and Allyship

VisionSpring  
Inclusion Learning Loop

# Privilege & Allyship Training

## **INTRODUCTION**

### **What is an Inclusion Learning Loop™ Training Toolkit?**

The Inclusion Learning Loop™ training toolkits are complete out-of-the box training curriculums. All of our toolkits include facilitator materials, a PowerPoint presentation, pre-work or foundational materials and an action planning worksheet. Designed to meet your flexible learning and development needs, our training toolkits can be delivered in a traditional classroom setting or in a virtual environment. These interactive experiences combine content delivery, small group work and peer discussion to build awareness and empower learners to apply what they've learned to real workplace situations.

The Inclusion Learning Loop™ training toolkits should be delivered by experienced trainers and/or facilitators. The content addressed in each of the training toolkits does tackle and address somewhat sensitive issues and therefore some basic D&I knowledge is required. Some workshop topics require more diversity knowledge and experience than others.

### **What is the Privilege and Allyship Training?**

Privilege and Allyship is a training tool that can be leveraged by DEI practitioners as part of their training offerings. The tool is designed to help employees at all levels recognize their individual positions of privilege and how they can leverage that privilege on behalf of others and in efforts at creating more fair and equitable workplaces.

### **Who is it designed for?**

The intended participant is any individual, people manager or leader within the organization. This workshop is designed to be delivered by diversity and inclusion practitioners and trainers and/or a facilitator who have training skills and knowledge of diversity and inclusion. Some facilitation skill and an intermediate level of DEI competency is required to lead a successful meeting.

### **How can you use it?**

This workshop can be included as part of your organization's internal DEI training offerings and is suitable for all employees at all levels. You will find the companion PowerPoint presentation as well as all the support materials on the Inclusion Learning Loop.™

This session can be executed in about 90 - 120 minutes depending on the size of the group and the amount of time you dedicate to discussion.

### **Workshop objectives:**

We all have many aspects of identity and our identities influence our experiences and how we view the world. As we strive for more equitable workplaces, it's important to explore the concept of identity and the role identity plays in our social relationships and dynamics of power and privilege. In this training you'll explore the privilege associated with different forms of identity and how you can leverage that privilege on behalf of others and in pursuit of equity and justice.

#### **Objectives:**

- Deepen your understanding of key concepts related to identity, privilege and power
- Explore the connection between identity, power and privilege
- Gain strategies for leveraging your privilege and serving as an ally
- Learn how you can contribute to a more positive workforce, improved business outcomes, and a more equitable world

## Facilitator Preparation: Review Content and Materials

### Familiarize Yourself with the Workshop Materials and the Content

1. Review Facilitator Guide
2. Review PowerPoint
3. Review background information materials to become knowledgeable on the content

### Familiarize Yourself with your Video Communication Platform (ie Zoom, WebEx, Adobe Connect)

1. You will be using polling, breakout rooms, and the chat function
2. Familiarize yourself with the functionality of your platform prior to the training
3. Set up your polls in advance

### Assemble all Workshop Materials

1. Review materials list and secure through proper channels
2. Share link to participant materials with participants in advance of the workshop. Ask participants to print the worksheets prior to the workshop and have them handy during the workshop. Send a reminder the day of the workshop with the link to the materials.

Facilitator tip: At the start of the workshop chat the link to where participants can download and print the workshop materials in case anyone hasn't printed them in advance.

## Workshop Agenda

### **Section I: Welcome and Introductions (10 minutes)**

Opening Remarks  
Session Objectives  
Ice-Breaker Exercise

### **Section II: Overview and Definitions (10 minutes)**

Presentation – Sharing of Definitions & Key Concepts

### **Section II: What it Means to Have Privilege - (30 minutes)**

Presentation - What is Privilege?  
Exercise – Do I have Privilege?  
Social Identity Wheel - Exploring the Intersection of Social Identity and Privilege  
Small Group Discussion – Leveraging My Privilege

### **Section III: What it Means to be an Ally (25 minutes)**

Inclusion Action Continuum  
Presentation – Sharing of Definitions & Key Concepts  
Small Group Discussion – What Prevents Us from Getting Involved?  
Presentation - Why Allies Matter

### **Section IV: Getting Comfortable Getting Involved (35 minutes)**

Presentation - How to be an Ally  
The Active Ally Decision-Making Process  
Interactive Exercise – What Would You Do Situational Scenarios  
Tips for Getting Involved

### **Section V: Wrap Up, Actions and Next Steps (5 minutes)**

Review of Learning Outcomes  
Next Steps

For Access to the Complete Facilitator’s Guide Contact Erica Colonero at [Erica@visionspringinc.com](mailto:Erica@visionspringinc.com)