**Choosing an Ally Session Plan**

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| **­Title:**  | Choosing an Ally | **Age:** | Tailor to fit your group’s needs |
| **Brief description of session or activities:** | This session consists of group and paired discussions and will be looking at examples of men around the world who have campaigned for the rights of women.  *\*Session can be delivered online if appropriate (We suggest that resources/activities sheets are sent to the young people ahead of the session)* |
| **Objectives** (by the end of this session, participants will): | * Discuss how people can become an ally for women and women’s rights, as well as any other marginalized group (LGBTQ+, Ethnicity, Disability, Neurodiversity).
* Explore how and why it impacts women, and what safe spaces are. The young people will focus on the importance of trust.
* Gain inspiration from current allies around the world.
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| **Method** |
| **Time** | **Activity, task, description, etc.** | **Resources** |
| 5 - 10 minutes | I**ntroduction** **Ground Rules/Group Charter*** Purpose: to create a safe space so young people feel able to ask questions.
* Acknowledge differences in knowledge/comfort levels.
* Get the young people to think of how they want to be treated in the group and also being sensitive to others.
* Each young person should add at least a rule/contribute to the charter
* Check whether group has a set of ground rules already.
* If not, ask group to create a set of ground rules (if quiet, they can talk in pairs for 1 minute before feeding back).
* Write on flipchart paper – include: challenge the statement, not the person / one at a time / no mobile phones / no such thing as a silly question.
* Ask group to agree to ground rules.

*\*For online session, you can get the* young people *to write their ideas/thoughts using the resources you sent them and share. Or you could break them up in small breakout rooms and using Jamboard/Miro, they can add their notes digitally using different coloured sticky notes.***Ice Breakers**Choose an icebreaker activity of your choice (for example ‘Two truths and a lie or Cameras off and on’ to help the young people establish similarities and common interests. | Flipchart paperMarker. |
| 15- 20minutes | **What are Allies?** * Brief whole group discussion about what an ally is.
* Ask the young people if they know of any men or women who support women’s/men’s rights? How does their discussions with them differ from men who they would not consider allies?

*\*for online session, you can split young people into breakout rooms and send over resources so they can do it whilst online.* | Flip chart paperPensAdditional Resources below |
| 20 minutes  | **The representation of allies in the media** * Show the young people articles of men speaking up for the rights of women. This can also include adverts e.g. Gillette’s ‘We Believe’ , and the reactions they get from society (are they positive or negative?)
* Ask the young people to discuss, in pairs, if male allies are essential for women’s rights and vice versa. What role would they like to see them play? Get 2-3 young people to share their ideas.
* Explore examples of women supporting other groups e.g. women’s roles in Pride events, #timesup support or equal pay for BAME actors.

*\*For online session, you could share screen and bring up the whiteboard and ask the young people to write their thoughts/points on the whiteboard. They can do this to help feedback their ideas to the whole group.*   | Additional Resources below |
| 20 minutes | **Time to reflect*** In groups and on flipchart paper, ask the YW&Gs to choose one group i.e. LGBT or Refugees that they think women can be allies to.
* The young people list ways in which they could be better allies to these groups. This can be joining campaigns, listening to talks by members of those groups, or even just listening to a friend talk about the issues their group suffers from.
 | Additional Resources below Flip chart paper  |
| 5 minutes |  **Wrap up and final points*** Here is a chance for the young people to give their final opinions, or to ask any unanswered questions.
* Reminders for the next session.
* Provide the young people with relevant books that they can read, social media accounts (You can utilise the recommended reading list for this)

*\*For online session, you can get the* young people *to express their thoughts or questions using Mentimeter or whiteboard.* |  |

**Please refer to the ‘Topics Discussion Points’ document for guidance on how to tailor the focus of this session for the different journey stages.**

**Here are a few Choosing An Ally resources that can help whilst planning and delivering this topic to the young people.**

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| **Type**  | **Theme**  | **Resource information**  | **Link / Document location**  |
| Additional Resources (videos)  | **Empowerment** **Resilience** **Individual Rights**  | **Why we need to teach children about feminism | Liam Butler**  “In this highly engaging talk, 11-years-old Liam Butler shares his experience growing up as a feminist-minded child empowered to shatter existing gender paradigms. His experience illustrates how raising children through the lens of feminism builds socially conscious adults who support equality and social justice.”   | **Tedx Talks - YouTube**  <https://www.youtube.com/watch?v=zm6LCUFwgPk>  |
| Type  | **Theme** | **Resource information** | **Link / Document location** |
| Activity / Workshop activity (+ discussion on backlash)  | **Empowerment****Resilience** | **Gillette Ad: We Believe: The Best Men Can Be****Gillette decided to challenge the meaning of masculinity by showing traditional ideals of being ‘masculine’. The ad received a lot of backlash from many men. This is an interesting example of brands going against the norm to create a better world, especially for women.** | **The Ad – YouTube**[**https://www.youtube.com/watch?v=koPmuEyP3a0**](https://www.youtube.com/watch?v=koPmuEyP3a0)**The campaign**[**https://gillette.com/en-us/the-best-men-can-be**](https://gillette.com/en-us/the-best-men-can-be)**The backlash**[**https://www.bbc.co.uk/news/newsbeat-46874617**](https://www.bbc.co.uk/news/newsbeat-46874617) |
| Content + Additional Resources (videos)  | **Resilience** | **Being a male feminist—like being a white ally—isn’t about making yourself feel better****“Look, being a male ally for feminism, like being a white ally for racial justice, is not about feeling good about ourselves. No one promised it would be easy. It’s extremely difficult to face the anger of our male friends. And we often don’t know what to say or do to support a female colleague who has experienced harassment.”** | **Quartz**[**https://qz.com/work/1415164/being-a-male-feminist-like-being-a-white-ally-isnt-about-making-yourself-feel-better/**](https://qz.com/work/1415164/being-a-male-feminist-like-being-a-white-ally-isnt-about-making-yourself-feel-better/) |
| Content + Additional resources (articles)  | **Resilience** | **How Men Can Become Better Allies to Women****“The evidence shows that when men are deliberately engaged in gender inclusion programs, 96% of organizations see progress — compared to only 30% of organizations where men are not engaged. But today, too many organizations still miss the mark on gender equity efforts by focusing gender initiatives solely on changing women — from the way they network to the way the lead.”** | **Harvard Business Review**[**https://hbr.org/2018/10/how-men-can-become-better-allies-to-women**](https://hbr.org/2018/10/how-men-can-become-better-allies-to-women) |
| Content + Additional resources (articles)  | **Empowerment****Resilience****Individual Rights** | **All the Celebrities Who Have Spoken Out About Equal Pay in Hollywood****“We’ve come a long way from Patricia Arquette’s 2015 Oscars speech to now. Since that watershed moment — when Arquette addressed the wage gap on live TV, in front of the entire industry — actors and actresses have continued to speak out about pay inequality in Hollywood and around the country, to draw attention to the pay gaps that affect women everywhere. Their conversations expand to include discussions on race in the negotiating room, including men in salary conversations, and hard-won advice on how to ask for a raise.”** | **The Cut Website**[**https://www.thecut.com/2018/04/equal-pay-day-celebrities-hollywood.html**](https://www.thecut.com/2018/04/equal-pay-day-celebrities-hollywood.html) |
| Content + Additional resources (articles)  | **Empowerment****Resilience****Individual Rights** | **5 'Big Bang Theory' actors agree to a pay cut so their female co-stars can earn more.****“When two of the female co-stars of "The Big Bang Theory" stood up for equal pay, their coworkers didn't just mumble the usual supportive platitudes.”** | **Upworthy Website**[**https://www.upworthy.com/5-big-bang-theory-actors-agree-to-a-pay-cut-so-their-female-co-stars-can-earn-more**](https://www.upworthy.com/5-big-bang-theory-actors-agree-to-a-pay-cut-so-their-female-co-stars-can-earn-more) |
| Additional Resources (videos)  | **Resilience** | **5 Tips For Being An Ally****A video about how people can become an ally to other groups.** | **YouTube - chescaleigh**[**https://www.youtube.com/watch?v=\_dg86g-QlM0**](https://www.youtube.com/watch?v=_dg86g-QlM0) |