

Ally Policy

PREAMBLE:

UVic Pride is a collective that organizes around the multiple oppressions of transphobia, homophobia, cissexism, allosexism and heterosexism and advocates for people who experience these locations of oppression which intersect with colonialism, sexism, ableism, and racism. The collective has struggled with allies acting in oppressive manners and using the space inappropriately. We recognize that the oppressive actions of allies occurs in all forms of queer organizing. To maintain the focus of this advocacy group and to ensure a safer space we have constructed a policy to define the roles and responsibilities of allies. No one is expected to “come out,” but rather this policy is meant to help guide interactions in the space, privileging the safety of those who experience systemic oppression(s) outlined in Pride’s anti-oppression policy.

Definition:

Allies to the Collective are defined as people who do NOT experience allosexism, homophobia, transphobia, heterosexism and/or cissexism but do acknowledge that these are sites of systemic oppression and wish to work in solidarity with Pride towards social justice. The experience of one of these forms of oppression is not an exemption from active participation in enforcing other forms. Allies are encouraged to self-identify as allies of the membership and are asked to be mindful of the space they take up, and also to realize that queer- or trans-identified people are allies in certain regards to each other as well. Folks who are questioning are NOT expected to identify themselves. Allies should be aware that anger and any other emotion is a legitimate response to any actions of allies, it is not the place of allies to police the emotions of queer, trans and questioning folks.

Expectations/Roles:

- 1) Allies should not expect queer and trans individuals to educate them.
- 2) Allies should be mindful of the ways that their privilege functions; allies should make every effort to be open to changing their problematic behaviours, reflecting on their actions even if no one has mentioned a problem.
- 3) Allies should educate themselves and support each other in learning to undo privilege.
- 4) Pride has limited space. If the Collective Space is crowded, allies should consider leaving the space so that folks in need of support, resources and/or a safer space can access what they need.
- 5) Allies will familiarize themselves with Pride’s constitution, bylaws and policies.
- 6) Allies should avoid making generalizations or assumptions about queer people.
- 7) Pride is an advocacy group, which exists to challenge heterosexism and cissexism. Allies should consider how they help or hinder this cause.
- 8) Allies should be encouraged to identify themselves to the collective.

Accountability

Allies are responsible for their actions in Pride and can be asked to leave the collective space if a queer person experiences oppression from their actions. In this case, the ally should consult

with the Safer Spaces Coordinator via email before returning to the collective space.

Ally Hours

The Pride Centre is typically open to allies of the Collective. However, the collective may deem certain times as ally hours when the space is open for allies to come into the collective space. If ally hours are not in effect, allies are respectfully asked to leave/not enter the space.