

Advocates & Allies for Equity Leadership Forum

**2019 AAMC Leadership Forum:
Washington, DC
June 19, 2019**

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What is an Ally?

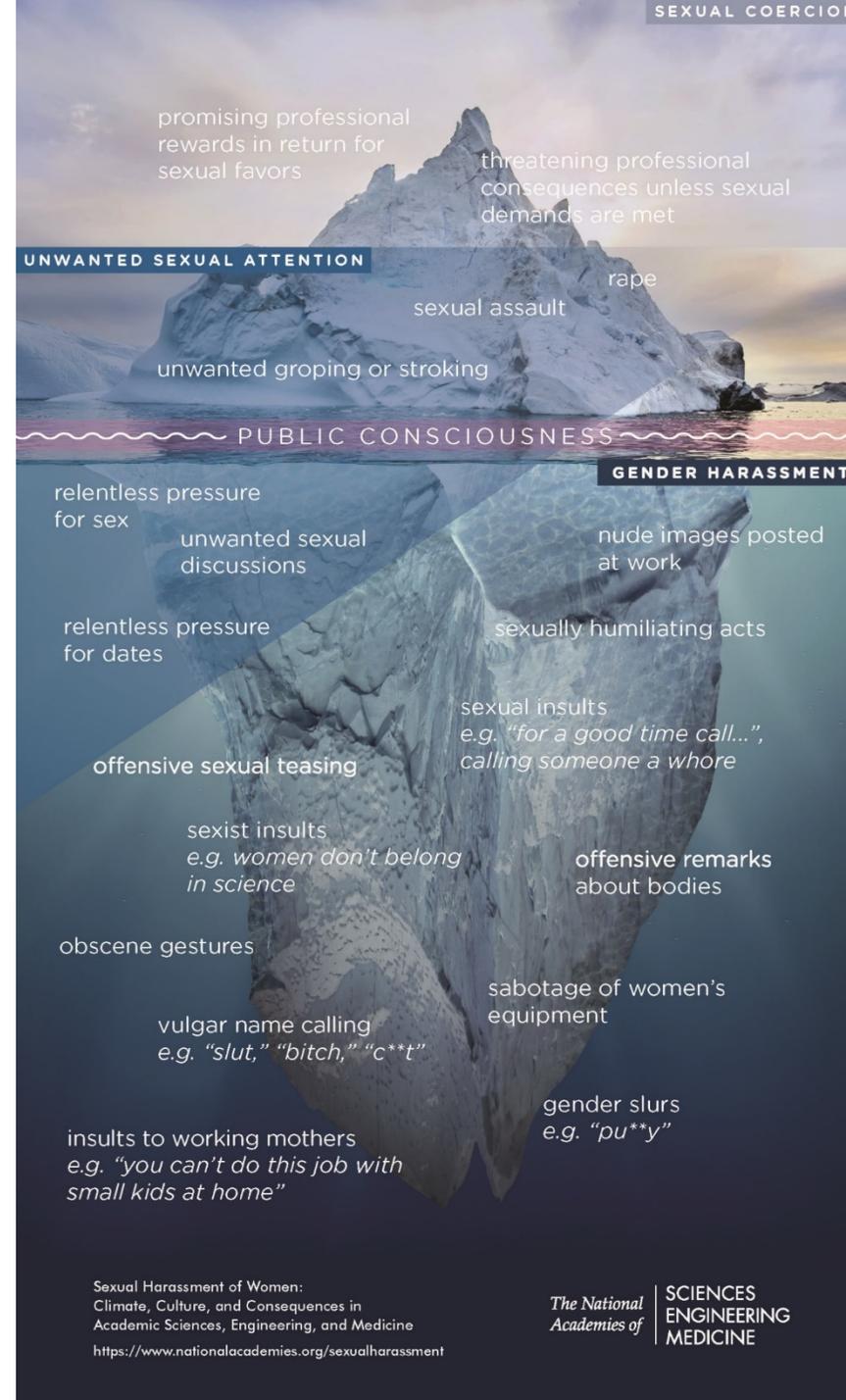
“One that is associated with another as a helper: a person or group that provides assistance and support in an ongoing effort, activity, or struggle.”

-Merriam Webster Dictionary

Allyship

- Take the struggle on as your own
- Don't take breaks
- Learn to live with discomfort
- Don't make it about you
- Language is important
- Practice cultural humility

The Iceberg of Sexual Harassment



Intersectionality

All identities have implications on the discrimination and harassment people face. Educate yourself on how gender inequity intersects with other identities e.g. race, ethnicity, sexual orientation, religion, and forms of oppression.

Institutional Changes

- Faculty Professionalism Council
- Newly created reporting guides
- Appointed three ombudspersons
- Customized training modules
- Improved online access to policies and contact information
- Revisions to the Intimate Relationships Policy

Perceptions of Male Allies

- Men perceived as less self-promoting and more collaborative and power-sharing - evaluated as less competent and less masculine (Bosak, *et al.*, 2018)
- Egalitarian men - stigmatized as more feminine, weak, and likely to be gay (Rudman, *et al.*, 2012)
- Can face criticism from women they try to ally with

Allyship: The Don'ts

- **Do not** expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- **Do not** participate for the gold medal in the Oppression Olympics
- **Do not** behave as though you know best
- **Do not** take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- **Do not** assume that every member of a marginalized group feels oppressed

www.guidetoallyship.com

Allyship: The Do's

- **Do** be open to listening
- **Do** be aware of your implicit biases
- **Do** your research to learn more about the history of the struggle in which you are participating
- **Do** the inner work to figure out a way to acknowledge how you participate in oppressive systems
- **Do** the outer work and figure out how to change the oppressive systems
- **Do** amplify (online and when physically present) the voices of those without your privilege



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