

00:00:00 Julia

Hi, I'm Julia.

00:00:02 Michaela

Hello, I'm Michaela.

00:00:03 Julia

And we're part of the Leading to Change team. We wanted to pop on and introduce ourselves and introduce this Allyship Hub. We really hope that this becomes a useful and valuable resource for you and for your teams.

00:00:15 Michaela

In the first question, we want to start with is why allyship?

00:00:19 Michaela

This is a relatively new term and at the same time it is aligned to behaviours and practises that have been there for a long time.

00:00:26 Michaela

We know that the word might mean different things to different people, so we worked with our community across social care, social work and health in Scotland, to come up with a definition together and our definition is that "allyship is the work of actively supporting and advocating for marginalised groups. Allies recognise where power is held within the system and work in solidarity and partnership with marginalised groups to amplify and power and help drive change."

00:00:54 Michaela

So a follow-up question to that would be I already try to be a good colleague and support my peers working in solidarity with marginalised groups is a key part of my practise for years. So how does allyship add to this?

00:01:09 Michaela

And allyship it offers us a new angle and a new opportunity to revisit these ideas creates a momentum within your team, organisation and the wider communities that we serve.

00:01:18 Michaela

It's not anything, it's not a new behaviour, if you like. We're all allies of something. But it is a journey of of, of learning. There is always more to learn and learn and relearn on about how we show up as allies today at this point in time.

00:01:35 Julia

So our next question is, who is this for? So one of the key messages is that allyship is for everyone and any for everyone can be an ally to someone. It's all about who our actions and our behaviours are in service of.

00:01:48 Julia

This resource is also for everyone. Leaders at all levels across social work, social care and health, including voluntary and 3rd sector organisations who work across these contexts. And given that it was really important to us that we incorporated thinking and resources that represent all of the community.

00:02:04 Julia

Michaela, could you perhaps tell us a little bit more about what's actually in the allyship hub and what people can expect?

00:02:07 Michaela

Certainly Julia, our question what is in the allyship hub? We wanted to create a really practical collection of resources that provide actionable suggestions on allyship as a practise. we have collected and created collaborative content that can be used flexibly and you can dip in and out of.

00:02:24 Michaela

It includes activities such as articles and videos that you can complete in a few minutes and then also links to longer resources such as longer reads, blogs, or online courses that you can complete. The hub includes a main toolkit that you can download and use today and give you an overview of allyship and how you can be an ally to different groups.

00:02:46 Michaela

There is also a seven-step summary about how you can be in an ally in seven steps, which is a summary of of a lot of really good practises and ideas from the community. Our blog section spotlights a wealth of diverse voices and celebrate some of the leadership stories from our community in Scotland.

00:03:03 Michaela

And we will keep updating the hub and the toolkit with new and current materials as they become available. So watch this space - send us your ideas and sign up to our newsletter if you would like to keep up to date with what is happening in both the hub and also leadership resources. And I think we're now moving on to our final question and back to you, Julia.

00:03:22 Julia

Thank you so much. So hopefully you've been listening to this thinking, this all sounds great. How do I get involved?

00:03:28 Julia

And this is where we would really love to kind of invite you in. So this is all about changing cultures. We know it doesn't happen overnight and we know it takes a lot of us to kind of make that change. We would love to create a community of people who'd like to be advocates for allyship in their workplace. So we would love for you to use these resources and share them with your colleagues.

00:03:48 Julia

We'd also welcome you to help us make these resources better, more inclusive, more reflective of you. So the hub aims to shine a light on and celebrate diverse voices across our

community. This is an ongoing process, of course, and we welcome you to participate, to contribute and to add your own voice in a way that feels right and authentic to you.

00:04:06 Julia

So you can use these resources for your own personal development. You can share them with others, or you can create your own content, such as a blog or a podcast, or a blog that tells your allyship story. We welcome your thoughts, ideas, and input in any shape. The toolkit does also include a very short evaluation form, and this gives you an opportunity to say you'd like to join our community of practise.

00:04:27 Julia

So we invite you to check that out and please do get in touch if you'd like support using these resources, we are here to help and we'd love to hear from you, so please keep in touch using hello@leadingtochange.scot.

00:04:39 Julia

Thank you so much.

00:04:41 Michaela

Thank you. And we hope you enjoy the toolkit.