



Diversity, Equity, & Inclusion Employee Fellow: LindenAlly Development Project

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INTRODUCTION

What is LindenAlly?

LindenAlly is an Ally Development Project and it is designed to promote LGBTQ+ allyship amongst employees and students in Lindenwood University's physical and virtual campus spaces.

What is allyship?

"Allyship is a life-long process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. Allyship is not self-defined – work and efforts must be recognized by those you are seeking to ally with. Allyship is an opportunity to grow and learn about ourselves, whilst building confidence in others." – Forbes

What is an ally?

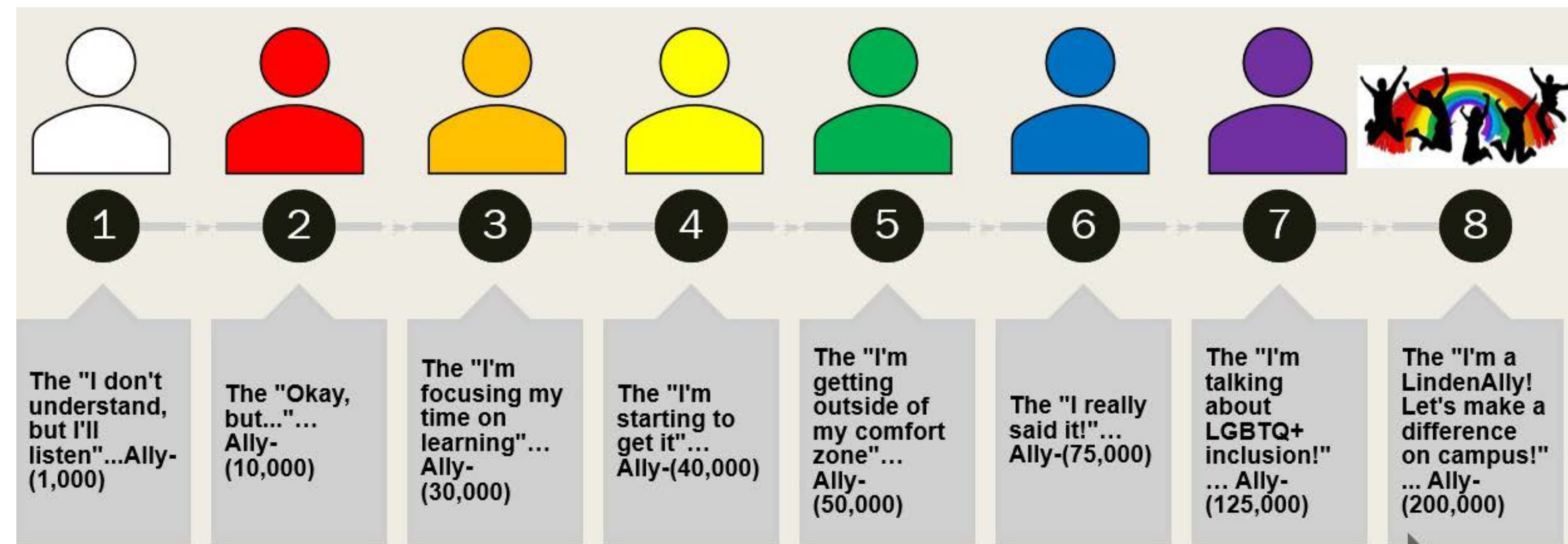
"An ally is any person who actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that people as a whole." – Forbes

How does LindenAlly work?

LindenAlly participants will join the development project via Qualtrics. Once completed, participants will be assigned to a team and asked to complete ally challenges in order to earn ally points. Each ally challenge warrants a certain amount of points, pending the difficulty and category of the ally challenge, and a Microsoft Excel formulated scorecard is a tool that can be used to maintain the accumulation of ally points.

LINDENALLY DEVELOPMENT

This infographic illustrates how the accumulation of ally points advances the ranking of a LindenAlly participant. The goal is to reach 200,000 ally points and become a #8* ranked LindenAlly.



The LindenAlly Spectrum

*Due to Covid-19, The LindenAlly Spectrum was adjusted; 125,000 ally points = #8 ranked LindenAlly.

Table 1: Pre and Post Assessment (NPS, 11 point scale)

	group	N	Mean	Std. Deviation
How likely are you able to identify a microaggression against an underrepresented or marginalized group of people on campus?	pre	98	7.29	1.648
	post	48	8.42	1.152
How likely are you able to explain the importance of being an ally to underrepresented or marginalized groups of people on campus?	pre	98	8.38	1.542
	post	48	9.19	1.054
How likely are you to agree that LGBTQ+ ally training is important on campus?	pre	98	9.61	1.094
	post	48	9.79	0.706
How likely are you to agree that LGBTQ+ ally resources and activities are available on campus?	pre	98	7.24	1.969
	post	48	8.52	1.369
How likely are you to agree that LGBTQ+ ally awareness is present on campus?	pre	98	6.88	2.111
	post	48	8	1.443
How likely are you to agree that you are an active ally to underrepresented or marginalized groups of people on campus like the LGBTQ+ community?	pre	90	8.39	1.860
	post	48	8.83	1.518

REFERENCES

Atcheson, Sheree. "Allyship – The Key to Unlocking The Power of Diversity." *Forbes*, Forbes Magazine, 14 Dec. 2018, <https://www.forbes.com/sites/shereeatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity>.
 "Straight for Equality: Guide to Being a Trans Ally." *PFLAG*, pflag.org/sites/default/files/2020TransAllyguide.pdf.
 "10 Ways to Be an Ally & a Friend." *GLAAD*, 16 July 2015, www.glad.org/resources/ally/2.



LINDENALLY NETWORK

The LindenAlly Network grew to 105 participants from October 2019 to March 2020. This network is representative of Lindenwood's campus community; 56 staff, 26 students, and 23 faculty, from across schools, departments, and campuses. Participants met monthly in small groups, approximately 10-20 per group to discuss what opportunities they would engage in to become a better ally. LindenAlly Team Captains were instructed to use meetings to unpack experiences and strategize on how to become a #8* ranked LindenAlly reaching 200,000 ally points.

In response to what skills participants wanted to develop, responses on the pre-test varied: "better ally" – 28 respondents, "communication" – 20, "knowledge/learn" – 18, "understanding/empathy" – 15, "awareness" – 11, "support others" – 14, and "bravery/courage/confidence" – 8.

In response to what successes were achieved during LindenAlly, responses on the post-test varied: "becoming more involved," "building relationships," "connecting with students," "developing my own allyship projects," "for the first time ever...I just presented to over 80 people and used my pronouns without even thinking about it," "learning how to reconcile personal beliefs about the LGBTQ+ community with the desire to be a better ally" and "overcoming my fear of speaking up."

LINDENALLY DEVELOPMENT SUCCESSES

In the Spring of 2020, successes are as follows:

- 28 participants reported reaching the #8* ranked LindenAlly with 200,000 ally points.
- 105% to goal with LindenAlly total participants (105 on a plan of 100).
- 130% to goal with LindenAlly student participants (26 on a plan of 20).
- Promoted new Canvas profile feature, adding pronouns.
- Tabling events promoting LindenAlly.
- Donations received (LGBTQ+ books, flags, buttons, etc.) for the Center for Diversity and Inclusion.
- Gender-inclusive roster readings at the beginning of the spring term.
- Three students successfully requested to have their names changed in Canvas, O365, and their Student Portal.
- 47 participants are interested in continuing with LindenAlly for 2020-2021.

BECOME A LINDENALLY

In Fall 2020, we will be refocus our allyship energies to support a different group of students, staff, and faculty on campus who are underrepresented and marginalized. Look for the participant survey in the Digest or Roar to join! For more information, please email Jennifer Spellazza @ JSpellazza@lindenwood.edu. #GoAllies #LionsUnited

