**IRL Solidarity Session - Definitions**

***Advocate*** – a person who publicly supports or recommends a particular cause or policy.

***Ally*** – The group that you are with recognizes you as an ally; a person, group, or nation that is associated with another or others for some common cause or purpose

***Accomplice*** – a person who actively works to dismantle systems of oppression, having passed through the initial phases of allyship and worked through their understanding of their roles in upholding systems of oppression.

**Allyship** is not always an interpersonal level.

One must always ask:

* *Does my constituency or organization back your organization?*
* *What is my role?*

***Co-conspirator*** – a person who actively works to dismantle systems of oppression alongside the communities they support and partner with, leveraging the privileges they already have. Co-conspirators show up with (and not just for) directly impacted people – not as saviors – and ask how they can best show up for those already doing the work. This person will work to foreground marginalized voices and challenge dominant narratives without centering themselves.

***Solidarity*** – an awareness (across different groups) of shared interests, objectives, sympathies, and visions for an equitable future based on the interdependence between individuals and groups. It is a core principle of collective action and is founded on shared values and beliefs.

***Liberation*** – being the fullest version of yourself without limitations; a movement seeking full rights and status for a group

Anyone(regardless of where they fit within these roles) who speaks *on behalf* of communities that they don’t belong to, are particularly vulnerable to causing harm to the communities they are trying to advocate for.

***Shared or Joint Liberation*** – a movement seeking the reduction or elimination of the barriers to that fullest expression of oneself and seeking full rights and status for all groups by changing systems and structures of racism and oppression.

*More resources:*

<https://bit.ly/IRLResourcesforAllyship> (add more in comments!)

<https://bit.ly/IRLGroundRules>

<https://aninjusticemag.com/the-differences-between-allies-accomplices-co-conspirators-may-surprise-you-d3fc7fe29c>