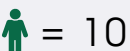


# INDIGENOUS ALLYSHIP IN CANADIAN BUSINESS SCHOOLS: *TOWARDS A COMPREHENSIVE FRAMEWORK FOR IMPLEMENTATION*

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Of **124** Canadian institutions studied, only **35%** had Indigenous Initiatives in their strategic plans  = 10



Gaudry, A., & Lorenz, D. (2018). Indigenization as inclusion, reconciliation, and decolonization: Navigating the different visions for indigenizing the Canadian Academy. *AlterNative: An International Journal of Indigenous Peoples*, 14(3), 218-227

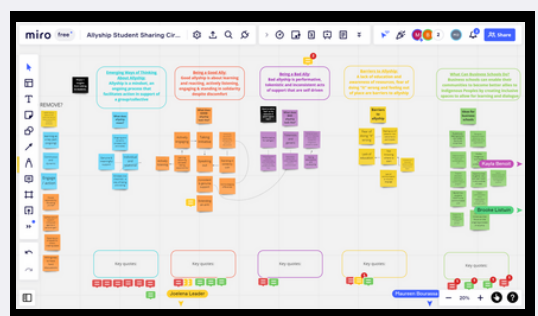
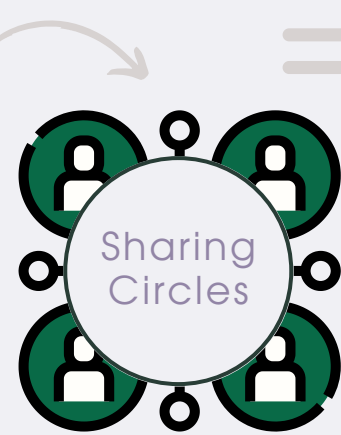
## What is Allyship? *(MerriamWebster Dictionary)*

"the state or condition of being an ally: supportive association with another person or group"

## METHODOLOGY

- What does **allyship** mean?
- What does **good allyship** look like?
- What does **bad allyship** look like?
- What are the **barriers** to allyship?
- What can Edwards do to **promote allyship**?

### DATA ANALYSIS



## FINDINGS: *Students*

### Meaning of Allyship

A mindset and genuine/meaningful action.

"...you have to, I guess, actively support whatever group you're referring to." (PA004-4)

### Good Allyship

Learning, standing in solidarity despite discomfort, and engaging with each other with shared values.

"...getting the information yourself in a way, rather than relying on others to deliver it to you." (PA003-1)

### Bad Allyship

Tokenistic, performative, and for self-gain. "...selfish I would think." (PA003-2)

### Barriers to Allyship

Miseducation/lack education, fear, lack understanding about how to engage. "...understanding how and what can I actually do to make a genuine impact..." (PA002-3)

### Ideas for Schools

- Create spaces for learning & dialogue
- Support student-led groups
- Communicate Indigenous events are inclusive
- Highlight Indigenous business/professionals
- Highlight TRC Calls to Action

## Framework for Allyship in Canadian Business Schools



## FINDINGS: *Staff & Faculty*

### Meaning of Allyship

Authentic, reciprocal relationships supported by action.

"It has to be authentic, because if it's not, then what are you gaining from this?" (PA005-03)

### Good Allyship

Values-based, action-oriented, ongoing.

"...when both parties are coming with an open mind and ... open heart idea." (PA007-05)

### Bad Allyship

Performative actions, avoiding doing the work, inconsistent and inauthentic support.

"I want to be an ally, tell me what I need to do to be an ally' rather than taking the initiative...Expecting someone else to do the work for you, I guess." (PA006-05)

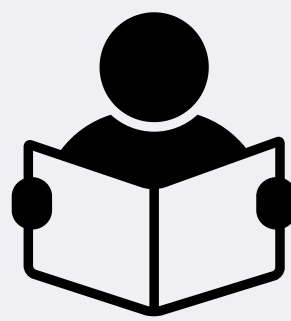
### Barriers to Allyship

Fear, lack of education (including about where to start one's journey).

"Where does it start? Because it just assumes something's already going...But there's no instigation of allyship." (PA007-07)

### Ideas for Schools

- Create safe spaces
- Support time for Indigenous initiatives
- Support for student initiatives
- Anti-racism, anti-oppression training for faculty & staff



COMMUNITY-ENGAGED RESEARCH

ACTIONABLE CHANGE



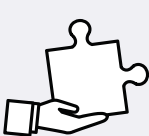
## Key Takeaways and Next Steps



Good allyship is easy to define, but it is difficult to identify steps to become a good ally.



There is significant willingness to become an ally, but there are many fears, uncertainties, and barriers.



Students are looking to business schools to take on a more active role. Dedicating the necessary resources, capacity, and expertise is key.