

Active Allyship Cynghreirio Gweithredol

Equalities @ Campus Life



Aim: To develop strategies to be an active Ally

Nod: Datblygu strategaethau i fod yn Gynghreiriad Gweithredol

Content

- 1. Define Allyship and it's importance in the workplace.
- 2. Explain the difference between being a Bystander and an Upstander.
- 3. Identify appropriate intervention skills.

By the end of the session participants will be able to:

- Demonstrate Allyship actions

Bodlon

1. Diffiniwch cynghreirio a'l bwysigrwydd yn y gweithle.
2. Esboniwch y gwahaniaeth rhwng bod yn Gwyliwr a Gwrthsefyllwr.
3. Nodi sgiliau ymyrraeth priodol.

Erbyn diwedd y sesiwn, bydd cyfranogwyr yn gallu:

- Dangos gweithredoedd cynghreirio





What is an Ally?
Beth yw gynghreiriad?

What is active Allyship?
Beth yw cynghreirio gweithredol?



Active Allyship has a ripple effect, what does this mean?

Mae cynghreirio gweithredol yn cael effaith crychdon,
beth mae hyn yn ei olygu?





Intention matters for Allyship, what are the reasons for this?

Mae bwriad yn bwysig i gynghreirio, beth yw'r rhesymau dros hyn?

Intention

Bwriad



Action

Gweithrediad



Many individuals have good intentions, what prevents them from taking action?

Mae gan lawer o bobl fwriadau da, beth sy'n eu hatal rhag gweithredu?

Intention

Bwriad

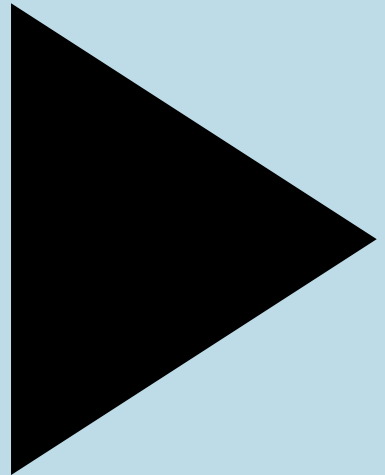


Action

Gweithrediad



Bywyd Campws
Campus Life



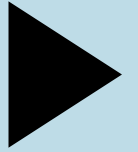
What experience do you have of allyship?
Pa brofiad sydd gennych chi o gynghreirio?

For you, by you or witnessed.
I chi, gennych chi, neu wedi tystiolaethu.





What are the different types of Allyship?



Beth yw'r gwahanol fathau o gynghreirio?

Individual



Interpersonal



Structural



Unigol

Rhyngbersonol

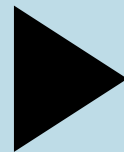
Strwythurol

What is the difference between a Bystander and an Upstander?

Beth yw'r gwahaniaeth rhwng gwylwr a gwrthwynebydd?



Bystander Intervention Ymyrraeth Gwylwyr



The 5 Ds of Bystander Intervention

5 cam Ymyrraeth Gwylwr

Distract

Delegate

Direct

Delay

Document



Dynnu

Cynrychiolydd

Uniongyrchol

Oediad

Dogfen



Additional Resources

Adnoddau Ychwanegol

Psychological Safety	Microaggressions	Privilege	Courageous Compass	Intent vs Impact
Diogelwch Seicolegol	Micro-ymosodiadau	Braint	Cwmpawd dewr	Bwriad vs Effaith
VIDEO: Creating Psychological Safety at work	VIDEO: How Microaggressions are like Mosquito Bites - Same Difference	VIDEO: John Amaechi talking about White Privilege	VIDEO: The Courageous Compass and Dialogue Cheat-sheet	VIDEO: Intent and Impact
READ: About Psychological Safety in the workplace	READ: University of Edinburgh - Microaggressions and the Effect on Students	READ: Harvard Business Review - Talk about Privilege at Work	READ: A courageous Conversations about Race	READ: The Coach Hub – Intent vs Impact

