



# GENERATION 4 EQUALITY: ALLYSHIP FACT SHEET



## WHAT IS G4E?

**#GENERATION4EQUALITY** IS AN INDIGENOUS YOUTH-LED MOVEMENT THAT SPARKS, AND SHARES, CONVERSATIONS ABOUT GENDER EQUALITY AND DIVERSITY. THROUGH AN ONLINE PLATFORM, INDIGENOUS YOUTH HAVE ACCESS TO ASK QUESTIONS AND CONNECT WITH OTHERS WORKING TOWARD GENDER EQUALITY. THE **#GENERATION4EQUALITY** HASHTAG BRINGS THESE CONVERSATION TO SOCIAL MEDIA TO INSPIRE DIALOGUE AND ACTION. **#GENERATION4EQUALITY** INCLUDES, AND CELEBRATES, VOICES AND EXPERIENCES OF INDIGENOUS YOUTH OF ALL GENDERS AND GENDER EXPRESSIONS ADVOCATING FOR, AND CELEBRATING, GENDER EQUALITY AND GENDER DIVERSITY.



## NON-INDIGENOUS ALLIES:

## INDIGENOUS ALLIES:

### WHAT IS ALLYSHIP?

BEING AN ALLY IS ABOUT UNDERSTANDING, AND RECOGNISING, UNEARNED PRIVILEGES YOU HAVE IN THIS WORLD BASED ON YOUR RACE/ETHNICITY, GENDER, SEXUALITY, ABILITY, CLASS, ETC. ENGAGING IN ALLYSHIP MEANS YOU WANT TO DISRUPT SYSTEMS OF POWER THAT GIVE YOU UNEARNED PRIVILEGE, BY PROVIDING EDUCATION TO OTHERS.

For non-Indigenous people, it means understanding how systems work against Indigenous Peoples, as well as reflecting on your role in ending inequality. Systems such as settler-colonialism began when non-Indigenous people came to Turtle Island and Inuit Nunangat and imposed Western ideals on Indigenous Communities through forms of violence. This system continues through the representations of Indigenous Peoples, their health, their access to basic human rights, and their daily lives.

“Calling in” can be a great way to correct others, while still understanding that everyone is at a different level of knowledge and understanding about Indigenous Peoples. For instance: If you overhear a classmate is going to be Pocahontas for Halloween, you can let them know that it is cultural appropriation and is misrepresenting Indigenous Peoples and cultures for entertainment value.

For Indigenous masculine and male-identifying people, allyship can look different from non-Indigenous folks providing allyship. Indigenous Women, Girls, Two-Spirit, Transgender, Gender-Diverse+ (**WG2STGD+**) People have always help important roles in Indigenous communities, which were matriarchal prior to settler colonialism. Understand the history of how **WG2STGD+** people became treated differently under patriarchy or a male-centred society. Promoting the strength and resiliency of Indigenous **WG2STGD+** people is critical to showing support.

Those who are parents, caregivers, or Fire Keepers can teach children and older generations about gender equality and why it is important. While older generations may need more discussion about **2SLGBTQQIA+** identities, younger generations can learn how to treat all with respect and kindness.

## GENDER-BASED ALLYSHIP:

Gender allyship is important, regardless of the race/ethnicity of the person to whom you are providing it. Indigenous **WG2STGD+** People struggle with violence based on settler-colonialism, including intergenerational trauma, child welfare system, and ongoing genocide of missing and murdered Indigenous **WG2STGD+** People.

Providing allyship means you recognize roles that non-Indigenous people play when not acknowledging Indigenous Peoples are going missing. Some ways you can show allyship are: Honouring the lives of Indigenous **WG2STGD+** People on Orange Shirt Day (September 30) in acknowledging a need for continued Truth and Reconciliation; displaying a red dress for Indigenous Sisters and People who are missing and murdered (May 5); and by circulating information when someone Indigenous in your community goes missing.

Gender allyship for Indigenous People can engage in gender allyship in many ways to support their Indigenous Sisters and loved ones. Gender allyship can include promoting the inclusion of **2SLGBTQQIA+** and Indigiqueer culture by rejecting gender roles in dancing, singing, attire, and other gender segregated activities. Indigenous People can teach younger generations about sacredness and uniqueness of Indigenous **WG2STGD+** People by cherishing them in their own lives. Parents can teach children about consent and the importance of treating others with kindness and respect, regardless of gender identity.

## GENDER-BASED ALLYSHIP IN PROFESSIONAL SETTINGS:

- When working with Indigenous Peoples and/or material, engage with Indigenous Knowledge and get feedback from Indigenous Peoples.
- Do not create anything for Indigenous **WG2STGD+** People without their involvement.
- Support the work of Indigenous **WG2STGD+** People, and help to have their contributions recognized.
- Promote initiatives for more opportunities for career and educational advancement for Indigenous **WG2STGD+** People.
- Never speak over Indigenous **2SLGBTQQIA+** voices.
- Use networking platforms, such as LinkedIn, to promote businesses owned by Indigenous **WG2STGD+** People.
- Share resources and services created by Indigenous **WG2STGD+** People.

- Encourage prioritization of Indigenous **2SLGBTQQIA+** voices when addressing gender-based issues and concerns.
- Share information about employment opportunities with Indigenous **WG2STGD+** People.
- Support Indigenous **WG2STGD+** People who own businesses by sharing information and networking.
- Share opportunities for funding, bursaries, and scholarships with Indigenous **WG2STGD+** People in your life.
- Request more resources from Indigenous services to ensure Indigenous **WG2STGD+** People are supported in professional development.
- Assist Indigenous **WG2STGD+** People in your life with resume building, references, and other professional skills.



## HOW CAN YOU SUPPORT INDIGENOUS WG2STGD+ PEOPLE?

Support looks different for everyone. One key element to providing support is to actively listen. Truth and Reconciliation encourages extensive listening to lived experiences of Indigenous WG2STGD+ People. Centring Indigenous WG2STGD+ People's voices is among the ways of showing support. A part of gender allyship is knowing how your gender identity can be a privilege. Indigenous roots lie in a matriarchal society valuing Indigenous WG2STGD+ People, finding them to be sacred. Two-Spirit folks have unique powers of having both male and female spirits, making them valuable to their communities. By acknowledging the destructions of settler-colonialism, and its role in Indigenous WG2STGD+ People, an ally can understand how current gender roles come from Western ideals and not Indigenous Tradition.

Another key element of providing support to Indigenous WG2STGD+ People is to promote positive representations of Indigenous cultures. While social media, and other forums of media, have portrayed harsh and untruthful bias and stereotypes to describe Indigenous Peoples, Indigenous WG2STGD+ People are strong and resilient. Part of this resiliency includes teaching all generations about the importance of healthy relationships and consent, prioritizing the importance of listening to your partner and appreciating their needs, without question. This can help in efforts to end the ongoing genocide of MMIWG2S+, by calling in unjust and unkind treatment of Indigenous WG2STGD+ People.

## QUICK TIPS AND TRICKS:

- Know the Traditional Keepers of the land you live on, and work to and acknowledge the importance of the land to those Indigenous communities.
- Consider reaching out to your local Indigenous communities and Friendship Centres to volunteer your time and/or attend Indigenous events to show support.
- Be respectful of Indigenous Traditions, Knowledge, and protocols by asking if it is appropriate to engage in certain Indigenous practices, like smudging, drumming, and crafting.
- Be the microphone to amplify the voices of Indigenous People, but never speak on behalf of Indigenous Peoples. Be sure to ask for permission beforehand.
- Buy Indigenous by promoting Indigenous artists, musicians, jewelry makers, and other services.
- Do not wear Indigenous jewelry that you did not get from an Indigenous Person.
- Purchase from Indigenous Artists, and if you can, donate items to local Indigenous community centres.
- Repurpose days that celebrate colonization, such as Canada Day. Use these days to educate yourself and others.
- Remember to never create Indigenous items if you are not an Indigenous Person.



## INDIGENOUS ALLYSHIP RESOURCES:

Segal Centre Allyship Toolkit.  
Indigenous Health Network. *Allyship Toolkit*.  
Ally Bill of Responsibility.  
Allyship a Handout for Participants.  
Take the personal or professional pledge.

## GENDER-BASED ALLYSHIP RESOURCES:

Allyship for Indigenous Women and Two-Spirit Peoples.  
Allies for Gender Equality Toolkit: Enhancing Intersectionality in Engaging Boys and Men. *White Ribbon Campaign*.  
Allies in Action: Building the Movement to End Violence Against Native Women. *Webinars*.  
Beyond Red Dress Day: Sevens Calls to Action for Allies. *Brielle Morgan*.  
Allyship and Ambassador Guide to allyship with Two-Spirit folks.