



ALLYSHIP SPECTRUM

IMPACTFUL ACTION

EDUCATED ACTION

FIRST STEPS TO
ACKNOWLEDGEMENT

ENABLING ERASURE



ALLYSHIP SPECTRUM

IMPACTFUL ACTION

Definition

These actions create structural or systemic changes that support tribal sovereignty and help to redistribute land, power, and resources back to Native communities and ecosystems.

Types of Actions

Supporting and Encouraging

- Actions that lead to the redistribution of resources, land, and power to Native communities and Nations.
- Actions that empower Native communities and Nations to lead.

Ex: A commitment to transferring land ownership to a local tribe.

Initiating and Preventing

- Actions that change the structure of the organization, institution, or corporation to ensure greater equity for Indigenous people.

Ex: Requiring that a Board of Directors seat be given to a representative from a local tribe.



ALLYSHIP SPECTRUM

EDUCATED ACTION

Definition

These actions involve educating one's self and others about the strengths, challenges, and needs of the Native community, with the goal of creating equity.

Types of Actions

Educating Self

- Organizational leaders and employees learn more about the history, oppression, experiences, and political structures within the Native community.

Ex: Building in staff volunteer days at a local Native Land Trust; Inviting staff to attend public events led by the local Native community

Educating Others

- The organization moves beyond educating employees to working with individuals and organizations in their community.

Ex: Inviting Native community leaders to host events with your organization; Creating coalitions with like-minded organizations to improve your organization's tribal relations strategy.



ALLYSHIP SPECTRUM

FIRST STEPS TO ACKNOWLEDGEMENT

Definition

These actions are basic actions that help you recognize and acknowledge the existence of Native peoples.

Types of Actions

Recognizing without Action

- Actions that show the organization acknowledges the existence and presence of local Native communities and Nations.

Ex: Writing, approving, and performing a land acknowledgement before organizational events.

Recognizing with Action

- Actions that may eventually lead to the organization recognizing the existence of Native peoples and communities.

Ex: Researching and identifying the local tribes in your region.



ALLYSHIP SPECTRUM

ENABLING ERASURE

Definition

These are actions that are rooted in stereotypes and/or racism, and perpetuate the oppression of Native peoples. These actions may even ignore the existence and sovereignty of local Native communities or Nations.

Types of Actions

Actively Participating

- Actions within your organization perpetuate assumptions that Native people no longer exist, Native peoples no longer hold authority over their own lands, or that Native peoples are not oppressed.

Ex: Speaking about Native communities only in the past tense; Suggesting that Native people fairly “lost” their land while ignoring the state-sanctioned genocide against Native peoples.

Denying and Ignoring

- Actions that ignore the existence and sovereignty of local Native communities or Nations.

Ex: Not inviting Native governments to participate in decision making processes that directly impact their communities.



ALLYSHIP SPECTRUM

Use this blank spectrum to brainstorm examples from your own work and life that fit into each category of the spectrum.

IMPACTFUL ACTIONS

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EDUCATED ACTIONS

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FIRST STEPS TO
ACKNOWLEDGEMENT

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ENABLING ERASURE

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