



Allyship Spectrum

Going Beyond Land Acknowledgements

Our allyship spectrum helps you understand the impact of your actions and decisions on Native communities. You can use the allyship spectrum by brainstorming decisions, actions, and activities taken by your organization (or by you as an individual), and categorize them according to the spectrum levels. This can help you understand which actions you would like to continue, and which you need to stop. It can also help you make goals and plans for the future, so that your actions align as closely with the “Impactful Action” category as possible.

Impactful Action

Educated Action

First Steps to Acknowledgements

Enabling Erasure



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Level	Type of Action	Examples
Impactful Action	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.	 “Our organization’s strategic plan now includes a land repatriation plan.” “Our organization has put Native educators in charge of designing our education materials.”
	Initiating and Preventing Actions that change the structure of the organization, institution, or corporation to ensure greater equity for Indigenous people.	 “Our organization now requires tribal consultation when dealing with matters that impact local Native communities and governments.”
Educated Action	Educating Self Organizational leaders and employees learn more about the history, oppression, experiences, and political structures within the Native community.	 “All new employees learn about the ways our organization’s work intersects with the Native community.”
	Educating Others The organization, as an entity, moves beyond only educating leaders and employees to also contributing to dialogue with external individuals and organizations.	 “Our organization invites local Native community educators to present their work at our events. Our organization’s audience is invited to these public events.”



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First Steps to Recognition	Recognizing without Action Actions that show the organization acknowledges the existence and presence of local Native communities and Nations.	“Our organization requires all employees to give a pre-written land acknowledgement before every staff meeting.”
	Recognizing with Action Actions and structures that promote an open and trusting dialogue among employees that want positive changes made within the organization.	“When employees requested that we no longer use a Native American mascot in our marketing, our leadership team respectfully listened and made necessary changes.”
Enabling Erasure	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.	“Our educational materials talk about Native people mostly in the past tense, and do not include any contemporary examples of Native peoples or communities.”
	Denying and Ignoring Actions that ignore the existence and sovereignty of local Native communities or Nations Fostering a work environment in which telling oppressive jokes, exclusion of Indigenous peoples, and verbal or physical harassment of Native peoples is explicitly or implicitly encouraged	“Our work celebrates the history of our state or region, but does not mention the history or existence of Native people.” “Our work urges stewardship of the ecosystem while ignoring Indigenous science.”



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

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	Initiating and Preventing Actions that change the structure of the organization, institution, or corporation to ensure greater equity for Indigenous people.	
Educated Action	Educating Self Organizational leaders and employees learn more about the history, oppression, experiences, and political structures within the Native community.	
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	Recognizing with Action Actions and structures that promote an open and trusting dialogue among employees that want positive changes made within the organization.	
Enabling Erasure	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.	
	Denying and Ignoring Actions that ignore the existence and sovereignty of local Native communities or Nations. Fostering a work environment in which telling oppressive jokes, exclusion of Indigenous peoples, and verbal or physical harassment of Native peoples is explicitly or implicitly encouraged.	



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