

Performative Charity

- Focus on personal intent (self)
- Drive: Help disadvantaged “others”
- Mindset: Fixed & Deficit

“Allyship is often performative – loud and shiny and shows how ‘smart’ we are about racism. Solidarity work is often quieter, deeper, and behind the scenes.”

□ Jaime Grant [\[source\]](#)

Authentic Allyship

- Focus on interpersonal impact (relationships)
- Drive: Act with compassion
- Mindset: Growth and Strengths-based

“Anyone has the potential to be an ally. Allies recognize that though they’re not a member of oppressed communities they support, they make a concerted effort to better understand the struggle, every single day.”

□ Guidetoallyship.com

Embodied Solidarity

- Focus on cultural and political transformation (community)
- Drive: Sharing power & being de-centered
- Mindset: Advocacy & Justice

“If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

□ Aboriginal rights Australian activists. Usually attributed to Lila Watson, a member of the group.