



Minnesota Business
Coalition for
Racial Equity

Allyship Education Overview

The purpose of this guide is to help you or your organization navigate through the Allyship learnings.

- If you are just starting your Allyship journey, we recommend starting with the Core Learning courses and advancing to the Skill Building courses.
- If you or your organization have been practicing Allyship for a meaningful amount of time, we recommend exploring the Skill Building courses.
- If you are a leader, facilitator or change agent, explore the Supporting Material for learnings on how to drive inclusive cultures, be an inclusive facilitator and use a Judgment Journal.

Core Learning

Course Name	Description	Modality
Introduction to Allyship	This course guides learners to defining Allyship, why its necessary, the three types of Active Allyship and their learnings, Allyship through the lens of Anti-Racism and how to begin to take action.	Instructor-led course (for in-person or virtual facilitation)
Introduction to Allyship: My Allyship Starting Point	This activity is a helpful guide to help learners understand which type of Active Allyship they most identify with and how to continue to learn and take action towards being a Champion.	Self-paced activity
Introduction to Allyship: eLearning Module 1, 2 & 3	These three courses help learners define and introduce them to the Allyship journey. This can be a supplement for the Instructor-led course, when needed. Its not necessary to take these course and the Instructor-led course but an be a helpful follow-up or diverse learning option.	Self-paced eLearning



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Skill Building

Course Name	Description	Modality
Allies and Actions (Best Buy)	This course guides learners to evaluate where they fit as an ally and how they can grow.	Instructor-led course (for in-person or virtual facilitation)
Allyship Glossary of Terms (General Mills)	This guide defines common DEI terms which can be helpful to understand the context of Allyship learning.	Self-paced guide
Allyship REAL (General Mills)	This guide reviews the REAL Allyship framework and how you or your organization can use it.	Self-paced guide
Candid Conversation on Microaggressions (Best Buy)	This course is an actively participated and moderated conversation about what a microaggression is and their impacts.	Instructor-led conversation (for in-person or virtual facilitation)
Conscious Inclusion (Best Buy)	This facilitator-led course helps participants understand bias and where they can work to reconcile their own biases.	Instructor-led course (for in-person or virtual facilitation)
Empathy (General Mills)	This learning will help learners define empathy and discuss in a group.	Self-paced or small group activity (for in-person or virtual use)
How Studying Privilege Systems Can Strengthen Compassion (General Mills)	Watch and reflect on a TED Talk about privilege systems and compassion. Discuss in a group.	Self-paced or small group activity (for in-person or virtual use)



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Skill Building

Course Name	Description	Modality
How to Be a Good Ally; Identity Privilege Resistance (General Mills)	Watch and reflect on a video about active allies and how to be a good ally. Discuss in a group.	Self-paced or small group activity (for in-person or virtual use)
Privilege for Sale Activity (Best Buy)	This activity helps learners investigate and define privilege and how privilege is taken for granted.	Self-paced or small group activity (for in-person or virtual use)
Privilege Walk Activity (Best Buy)	This activity helps learners define privilege by creating in and out groups and asks learners to use this meaning to help others.	Small group activity (for in-person or virtual use)
Reflect and Deconstruct Socialized and Internalized Beliefs (General Mills)	This course helps learners explore their own biases and reflect on how its shaped their world view.	Self-paced activity
Resources to Read Watch Listen and Follow (General Mills)	This guide illustrates resources and content to learn as learners continue their Allyship journey.	Self-paced activity
The Problem with Saying Nothing (General Mills)	Watch and reflect on a video about fear of speaking up. Discuss in a group.	Self-paced or small group activity (for in-person or virtual use)
Unconscious Bias (General Mills)	Learn about unconscious bias through one of the Implicit Bias Tests. Reflect and discuss in a group.	Self-paced or small group activity (for in-person or virtual use)



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Supporting Material (Organizational Level)

Course Name	Description	Modality
Building Inclusive Cultures (Best Buy)	This course is focused on understanding inclusive cultures and how to be an ally.	Instructor-led course (for in-person or virtual facilitation)
Inclusionary Facilitation (Best Buy)	This course explains how facilitation ties into overall diversity and inclusion goals, the importance behind the words we say and the classroom environments we create and allows facilitators to reflect and share their best practices.	Instructor-led course (for in-person or virtual facilitation)
Judgement Journal (Best Buy)	This journal is for individuals to have a safe space to reflect on everyday experiences and biases.	Self-paced tool