

UPMC LIFE CHANGING MEDICINE

Allies, Advocates, and Accomplices:

Building Relationships to Bring Change

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Conflict of Interest

- Yes I Am...
- A lesbian...
- And interchangeably will use queer woman
- No other conflicts of interest to note



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Defining the A's

advocate noun

Save Word

ad-vo-cate | \ 'ad-və-kat , -kāt \

Definition of *advocate* (Entry 1 of 2)

- 1 : one who pleads the cause of another
specifically : one who pleads the cause of another before a tribunal or judicial court
- 2 : one who defends or maintains a cause or proposal
// an advocate of liberal arts education
- 3 : one who supports or promotes the interests of a cause or group
// a consumer advocate



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Advocate



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Defining the A's

- Ally vs. Accomplice
- An Ally agrees to help if you are wronged
- An Accomplice helps you commit the crime
- In the work of equity and justice we need more accomplices

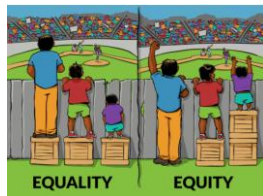
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The context in our current culture

- June 12th trans folks were stripped of protections by Department of Health and Human Services
- June 15th protection from discrimination in the work place was extended to LGBTQ+ folks by SOCTUS
- Ongoing fight for racial justice



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The context at UPMC: Connecting to our Values



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Connect to Purpose



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How to be an advocate?

- Let's look to some research...
- Durably reducing transphobia:
A field experiment on door-to-door canvassing



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Durably reducing transphobia

- Published in 2016
- The What – 10 minute conversation
- The Who – Both trans folks and their allies
- The takeaway – Marked decrease in transphobia in the moment that continued at the 3 month mark



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There are two kinds of advocates

- Folks from the community
- Folks who journey alongside the community

A is for
Advocate



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Taken from the work of Sally Kohn

ABCs of Connection Speech

A is for Affirm
Even if you don't agree on a specific policy, find something that you can authentically agree on. It is often easier to affirm a feeling: for example, even if you disagree about economic policy, you might both worry about the economy. Begin your response with this point of commonality.

B is for Bridge
A bridge is just a way to say "and." You can actually just say "and" — or "and a why" or "actually" or "the thing is" or even "the good news is." Anything but "but." "But" basically invalidates the important affirmation that came before the bridge.

C is for Convince
This is where you express your opinion—as well as why you hold it. Notice that persuasion is only possible after you've created an affirmation and a bridge.

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Additional questions?



Email geroj@upmc.edu

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References

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