Supporting Institutional Allies

Four Ways That SASA! Together Staff Support Institutional Allies

1. Quarterly Meetings with Institutional Allies and Leadership

Use quarterly meetings to mark the milestones in the Institutional Strengthening strategy and to complete the Activity Plan and Report (L&A Guide, page 19) for the next quarter.

2. Monthly One-on-One Meetings

Use these meetings to demonstrate support and to ensure SASA! Together efforts are prioritized and progressing.

3. Electronic Check-Ins

Reach out to institutional allies individually or using the private electronic group created in the Start phase.

4. Supplementary Training

Conduct supplementary training to support institutional allies with what is emerging in the institution.

For a refresher on supporting institutional allies, see the Start Phase Book (page 122).
When Supporting Institutional Allies in the Action Phase...

For ANY Kind of Support

Here are some things you can do during quarterly meetings, monthly one-on-ones, electronic check-ins or otherwise.

Guide institutional allies in developing a mindset that will carry them beyond SASA! Together.

As allies prepare to work independently:

- Get them more involved in tracking changes within the institution.
- Encourage them to think critically about all of the work in this phase in terms of what new opportunities it creates for the institution beyond SASA! Together.
- Motivate them to continue working with other institutional employees that commit to learning about SASA! Together concepts and applying them to their work. Practice using the Action phase’s Community Talking Points or Leadership Leaflet (from the Community Leadership strategy) as needed, inviting allies to provide supportive feedback and celebrate innovations in each other’s activism.
- Encourage them to engage other employees who express a particular interest in SASA! Together concepts. Introduce them to the Leadership Leaflet and Community Talking Points to use themselves and with others.
- Ask them to share how they are different now than when they started working with SASA! Together.

Talk about leadership.

In the Action phase, allies are ensuring their work throughout SASA! Together is formalized in their institution’s systems/structures and continues to grow. It’s also a time to emphasize allies’ leadership and ownership of this work. The goal is to support and inspire them to carry it forward independently. Expressions of trust and gratitude can go a long way in achieving this.

Here are examples of questions you could ask:

- I see how much you have done in this institution since we started. I have so much trust in your leadership in this area going forward. How are you feeling?
You have helped bring about so much change in the institution. What can I do to help make sure your work gets formalized and lasts long after we are both gone?

From your perspective, what do you think is the next critical change needed in the institution? How do you think you can influence that change in your position?

**Welcome bold new voices.**

By this phase, institutional employees will have become accustomed to having their ideas sought, heard and valued. As a result, they may be bolder with their ideas and stronger in their opinions. Sometimes, this can feel like a threat to the allies’ position and power. Remember, part of the desired change is building power within everyone and the institution as a whole.

If institutional allies are feeling undervalued, remember that power is not a zero-sum game; someone else expressing their ideas and power does not take away or diminish yours. Encourage allies to try to see other employees’ expression of interest and involvement as an indicator of success. Allies can model the positive use of power in the workplace by welcoming all ideas and including new voices while still leading the SASA! Together process.

**Conduct at least two of these supplementary training sessions:**

- Change Is a Process (page 146)
- Effective Activism (page 143)
- Designing Our Own Activist Activities (page 150)