



**ALLYSHIP**  
**CERTIFICATION™**

**Certified Allyship Accomplice Program**

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[centerallyship.org](http://centerallyship.org)

# Certified Allyship Accomplice Program

Allies make the commitment and effort to recognize their privilege and work in solidarity with oppressed groups to enact change in the struggle for justice. Allyship is a term that identifies the set of practices that are undertaken in order to be an ally. The aim of this 2.5 day training program is to provide participants with knowledge and skills necessary to engage in more thoughtful and committed allyship at the individual and interpersonal levels within their organization. Equipped with practical skills and strategies, in addition to a more robust understanding of allyship, participants will leave the training more prepared to identify and enact meaningful allyship in everyday interactions in the workplace.

# Why Allyship?

Allyship is critical for organizations seeking to achieve Diversity and Inclusion goals as success relies, in part, on organization members' awareness of how power and privilege can positively or negatively impact everyday interactions in the workplace. As there are many ways in which power can be manifest or in which potential marginalization can persist, allyship can come in many forms within and across an organization. A better understanding of the many dimensions of allyship can equip organization members to recognize opportunities for allyship, informing necessary shifts in individual and interpersonal practice and highlighting the strengths and weaknesses of existing organizational policy.

# Certified Allyship Accomplice Program Objectives

Allyship is a long-term process that necessitates continual reflection, education, and action; therefore, the Certified Allyship Accomplice Program represents a starting point for individuals within an organization, rather than an endpoint.

## **Upon completion of this 2.5-day program, participants will be able to:**

- Understand allyship as a general practice while also being able to identify specific forms of allyship;
- Recognize how to apply general allyship principles to specific allyship foci;
- Adapt language and communication practices to foster meaningful allyship;
- Articulate the connections between individual allyship, anti-discrimination, diversity and inclusion, and organizational successes;
- Assert the business case for general allyship and for specific foci in allyship;
- Critically assess allyship to develop action plans that result in meaningful change;
- Recognize and act on opportunities for allyship within the organization

# Certified Allyship Accomplice Program Content

**Module 1:** General Dimensions of Allyship

**Module 2:** Specific Dimensions of Allyship I

**Module 3:** Specific Dimensions of Allyship II

**Module 4:** Allyship in Everyday Interactions

**Module 5:** Individual Allyship and Organizational Success

**Module 6:** Best Practices for Impactful Allyship

**Module 7:** Collaborative Project—Allyship Moving Forward

# Contact

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