



**University  
of Victoria**

Graduate Studies

Notice of the Final Oral Examination  
for the Degree of Master of Social Work

of

**HARALD BART KNUDSGAARD**

BSW (University of British Columbia, 1983)

**“How One Becomes What One Is:  
Transformative Journeys to Allyship”**

School of Social Work

Friday, December 20, 2019

10:00 A.M.

Clearihue Building

Room B019

Supervisory Committee:

Dr. Robina Thomas, School of Social Work, University of Victoria (Supervisor)

Dr. Jeannine Carriere, School of Social Work, UVic (Member)

External Examiner:

Dr. Devi Mucina, Indigenous Governance Program, UVic

Chair of Oral Examination:

Dr. Kim Juniper, Department of Biology, UVic

Dr. David Capson, Dean, Faculty of Graduate Studies

## **Abstract**

This thesis explores the phenomenon of Indigenous/non-Indigenous allyship. In this thesis, Indigenous child welfare leaders were interviewed regarding their perspectives on allyship and were asked to identify non-Indigenous leaders they consider allies. Through a storytelling methodology, these non-Indigenous leaders were interviewed regarding their journeys to allyship. As the researcher I employed thematic analysis of the interviews conducted to determine if there are patterns that suggest a process through which a non-Indigenous person becomes an ally. Analysis of the literature and the interviews conducted suggest critical processes that non-Indigenous leaders have undergone, and comprise a series of steps, in the journey to allyship. The research questions addressed in this thesis are:

- (1) Are there process patterns or themes that emerge with the phenomenon of allyship?
- (2) Is there a framework that can be identified that can inform a settler leader's journey to becoming an ally?

The research findings suggest that there are essential process patterns that emerge with the phenomenon of allyship. Further, the findings suggest there is danger in suggesting a sequential or linear process for this journey of head, heart and spirit.