

10 Things ALLIES Can Do

An 'ally' is someone who has privilege, but chooses to stand for and with marginalized communities* by taking tangible, ongoing actions to dismantle systems of oppression.

*'Marginalized communities' are those who are targeted by oppression, including but not limited to: people of color, Muslims, immigrants, refugees, LGBTQ people, women and people with disabilities.

1 LISTEN

Listen to what marginalized people are saying – face-to-face, on your social media feed or in the articles you read. It's not about you, your feelings or opinions; it's about hearing theirs.

Seek out books, articles, films, etc. about the history and current issues facing marginalized communities, and attend formal anti-oppression trainings.



2 GET EDUCATED

3 GET INVOLVED

Join local groups working for social justice. Subscribe to their e-mail lists, follow them on social media and show up to support their work.

When someone is being targeted – physically or verbally – intervene only with their permission. Focus on supporting them rather than engaging the aggressor.

5 SPEAK UP

When a friend, family member, co-worker or stranger says something hateful or ignorant, call them out on it. Silence allows oppression to continue.

4

When someone from a marginalized community invites you to an event, go – be there to listen, learn and show your support.



SHOW UP

6 INTERVENE

When you encounter something that makes you uncomfortable, don't dismiss it. Sit with it, ask yourself 'why?' and welcome it as an opportunity to grow.

7 WELCOME DISCOMFORT

8 LEARN FROM YOUR MISTAKES

You will make mistakes. When someone calls you out, don't get defensive. Listen, apologize and change your behavior going forward.

9 STAY ENGAGED

Even when the work gets difficult, stay engaged. Oppression is constant, and marginalized people do not have the privilege of "turning off".

10 DONATE

Commit to financially support a local organization doing social justice work in your community; not just once but on an ongoing basis.



Seeking to be an ally is an ongoing journey, and this list simply represents a starting point. Please refer to the below sources which informed this list, and continue to seek out and practice ways that you can be an ally.

Sources:

Isobel Debrujah, "So You Want to Wear a Safety Pin"

Jamie Utt, "So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know"

Southern Poverty Law Center, "Speak Up: Responding to Everyday Bigotry"

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