

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".

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"

10 DONATE

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



YWCA IS ON A MISSION