What is an Ally?

**Ally:** A person who supports and takes a stand against oppression of a marginalized group. Works to be an active part of social change rather than being complacent with prejudice and inequity.

**Identities that could be marginalized (not an inclusive list, and identities are intersectional!)**
- sexual orientation
- gender identity/expression
- age
- national origin
- race/ethnicity
- physical/mental disability
- socioeconomic status

**REMEMBER: not all marginalized identities are visible!**
Characteristics of an Ally

**Awareness**
- Self reflect on personal beliefs and values
- Note how your privilege and/or your oppression has impacted your life and beliefs
- Understand unintentional ways we cause injustice
  - Microaggressions
  - Impact over Intent

**Knowledge**
- Commit to the ongoing process of self-education
  - Prioritize marginalized voices
- Don’t assume that all members of a marginalized group feel oppressed, or oppressed in the same way. Listen to their needs and experiences.

**Skills**
- Grow in our capacity to accept criticism
- Develop openness to listen and learn
- Practice developing communication tools for more effective dialogues
- Do not expect praise or awards or recognition

**Action**
- Intervene when you witness prejudice or oppression
- Openly self-identify as an ally
- Join a local organization
- Continuously educate yourself and others
  - Maximize your spheres of influence