

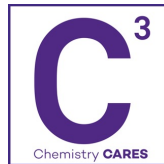
What is an Ally?

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

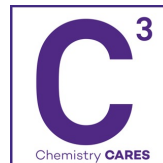
Identities that could be marginalized (not an inclusive list, and identities are intersectional!)

- 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