

Allies in Action

An Ally is a person who stands up for others to proactively build inclusion.

ENGAGEMENT REMINDERS:

WHAT SHOULD YOU DO?

Check-in: Acknowledge the pain that the global Black community is experiencing and that this is a very difficult time. A few statements that demonstrate care/empathy:

“I know I'm not black but I empathize with you / I see you and I hear you / I know I can't understand what you are going through but I mourn with you / I am committed to learning, being an ally and will fight for you.”

Listen and learn: Do not jump into actions before connecting and engaging with people from under-represented communities. First listen and learn about the Black experience (without putting the burden on them to teach you) so that you truly see and hear.

Give space: Practice intentional listening by giving people space to share their experiences and feelings. If people feel the need to stay silent and process, give them the space to do so.

ENGAGEMENT REMINDERS:

WHAT SHOULD YOU AVOID?

Performative activism: Do not center these tragedies on how good of an ally you are. You should not expect to be praised or exalted for this. Instead, continue learning, acknowledge your biases along the way and share informative anti-racist resources with others.

Asking black people to teach you: Instead of asking for help to understand social issues, do your own work to mitigate your biases and model allyship behaviors. Read up on how to be anti-racist and educate yourself starting with the following information and resources provided in this document. Understand that this is a lifelong learning journey.

We've included allyship actions that you can take starting today. It all begins with self-education. We also acknowledge that allyship can be uncomfortable at times but we encourage you to lean into this discomfort and continue to learn, listen, and take action daily.

5 BOOKS TO READ: [White Fragility](#) by Robin D'Angelo | [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander | [Tears We Cannot Stop: A Sermon to White America](#) by Dr. Michael Eric Dyson | [How to be an Antiracist](#) by Dr. Ibram X. Kendi | [Between the World and Me](#) by Ta-Nehisi Coates

5 VIDEOS TO WATCH: ["What I Am Learning From My White Grandchildren: Truths About Race"](#) by Anthony Peterson | ["Understanding My Privilege"](#) by Susan E. Borrego | ["The Dangers of Whitewashing Black History"](#) By David Ikar | ["The Danger of a Single Story"](#) by Chimamanda Ngozi Adichie | ["How Racist Are You?"](#) by Jane Elliot

5 PODCASTS TO HEAR: [About Race](#) | [Intersectionality Matters!](#) | [Momentum: A Race Forward Podcast](#) | [1619](#) (New York Times) | [Code Switch](#) (NPR)

5 MOVIES / SHOWS TO SEE: [When They See Us](#) (Netflix) | [13th](#) (Netflix) | [The Hate U Give](#) (Hulu) | [American Son](#) (Netflix) | [I Am Not Your Negro](#) (Prime)

5 COMMUNITY ACTIONS TO TAKE: Google how your local school system is teaching racism and history. | Support local anti-racist organizations. | Find Black-owned businesses to support such as [WeBuyBlack](#) and [OfficialBlackWallStreet](#). | Donate to [Black Lives Matters](#), [Color of Change](#) or other organizations that advocate for racial equality. | Commit to researching more about the Black experience in your community and in different parts of the world.

ADDITIONAL RESOURCES: [Anti-Racism Resources](#)

FACEBOOK