

Allyship 101 Outline

1. Listen Unlearn and Relearn

- a. Believe people when they tell you about their lived experiences
- b. Do not be defensive
- c. Do not insert your own opinion
- d. It is not the responsibility of the Black people in your life to educate you
 - i. Understand that it is an incredible emotional burden to ask of someone to dig up their own traumas in order to educate you
- e. There are centuries worth of information and resources at your fingertips available to teach you more about these subjects
- f. Be willing to fill the gaps in your knowledge and to understand that there are some things that we simply weren't taught and other things that we were lied to about
- g. When you know better, do better
- h. Resource: Books to read on the topic of Anti-Racism
 - i. Me and White Supremacy – by Layla F Saad
 - ii. Why I'm No Longer Talking to White People About Race – by Reni Eddo-Lodge
 - iii. White Fragility – by Robin Diangelo
 - iv. So You Want to Talk About Race – by Ijeoma Oluo
 - v. How to be antiracist – by Ibram X. Kendi
- i. Please note that the above list is in no way comprehensive. In addition to seeking out books to read on the topic of social justice and anti-racism it is important to support Black authors in other genres (sci-fi, romance, fiction, memoirs)
- j. Resource: a non-comprehensive list of podcasts by Black creators about history, politics, and pop-culture
 - i. 1619
 - ii. Still Processing
 - iii. Code Switch
 - iv. What A Day
 - v. It's Been a Minute with Sam Sanders
- k. Resource: a non-comprehensive list of children's books about and featuring diverse characters: <https://theeverymom.com/diverse-childrens-books/>

2. Have hard conversations

- a. First with yourself and the ways that you may have been complicit in a racist society.
 - i. Be honest about these roles that you have played. There is no shame in admitting it, there is only shame in refusing to do that work of digging down deep and not addressing the problem.
- b. Have conversations with your family, friends and loved ones

- i. This is especially important if you have children. Understand that children can handle more than we give them credit for and that they pick up on a lot more than we realize
 - ii. Introduce them to a more diverse world
 - c. As you begin to have conversations with the people around you, you will start to see a lot of defensiveness and ignorance come out of people that you love. It is important to stand firm when you are confronted with this.
 - i. Understand that even good people are complicit in systems of oppression without bad intention, but the intention is irrelevant, the outcome and the pain that our actions inflict is what we need to focus on
 - d. Reframe the types of conversations you are having. Move away from the “I’m not racist, but...” type of conversation
 - i. For instance: the issue of looting came up a lot during the beginning of this movement. A lot of people would say things like “It’s terrible that this happened, BUT they shouldn’t be looting.” Understand that this takes away from the issue at the root of this problem. Reframe that thinking to: “It’s terrible that businesses are being damaged, BUT the police should not be murdering Black people.” Businesses can be rebuilt. Black lives cannot be replaced. We must address the system that would take away life first and foremost
 - ii. Very few people identify as “racist” but that doesn’t mean that they don’t participate in racist acts

3. Amplify

- a. Seek out leaders in this field and amplify their voices
- b. Intersectionality - Understand that when the world listens to women they listen to white women. It is important that we shift the narrative so that the world is listening to the work of the people at the center of this movement and if focused on their lived experiences
 - i. We have to understand that people live at the in intersections of multiple forms of oppression ex: being a Black woman
 - ii. No group of people is a monolith and we have to take time to understand the experiences of people who live at multiple intersections and amplify their voices
- c. Social media
 - i. It is true that posting on your social platforms is the least you can do, but it is a necessary tool in this movement
 - ii. It signals to the people in your circles that you are here to do this work and have the hard conversations. That you are unlearning and relearning
 - iii. It would be irresponsible of us to think that we do not get news form our social media channels. But posting about this work you may be introducing people to resources that they may not have had access to otherwise. You may reach one other person who will then be willing to do the work
- d. [Resources of leaders to follow on Instagram:](#)

- i. Brittany Packnett Cunningham: @mspackyetti
 - ii. Rachel Cargle: @rachel.cargle
 - iii. Layla Saad: @laylafsaad
 - iv. Patrisse Cullors-Brignac: @osopepatrisse
 - v. Luvvie Ajayi Jones: @luvvie
 - vi. Ibram X Kendi: @ibramxk
- e. Please note that the above list is in no way comprehensive. In addition to seeking out leaders in the topic of social justice it is important to look for people of color to support in any field (design, art, technology, business, etc.)

4. Support

- a. Spend your privilege
 - i. Understand that we all have privileges in this life, and we need to spend those privileges whenever we are given the opportunity
- b. Spend your money
 - i. With Black owned brands, retailers, artists, etc
 - ii. This will take some time and research on your part, but it will be worth it in order to incorporate it into your daily life
 - iii. Resource: An Instagram page that curates Black-owned retailers globally: @shoppeblack
- c. Spend your talent
 - i. We are each equipped with skills that we can use to help this movement
 - ii. Are you a designer, a project manager, an accountant? What skills and resources do you have that you can lend to a food pantry, Black owned business, writer, retailer, etc

5. Advocate

- a. Again, with the positions of privilege that we have we need to advocate for those around us
- b. Any time that I have encountered racism in my workplace it has been my responsibility to defend myself but to have allies who are actively anti-racist means that shouldn't be the case.
- c. Look at the systems and institutions that you participate in and begin to see how they need to change.
 - i. What do your interview processes look like? Demand for more diversity in your recruiting.
 - ii. What books are on your children's school reading lists? Does it include the work of Black people and people of color? Demand that they have a more diverse curriculum
 - iii. Look at the tables you sit at in positions of power and ask whether or not the people at that table are reflective of what you know to be true about the demographics of our country. If not ask yourself why
 - iv. Always ask why
- d. Make phone calls, emails, and sign petitions. Any help you can lend in putting pressure on authority goes a long way

6. Donate

- a. We are not always able or qualified to do the work of the people on the ground who are doing this work. Donating is an incredible way to bridge the gap so that the people who are able and qualified to do this work in their areas of expertise can continue this fight.
 - i. Can you sustain donating long term?
 - ii. Sign up for monthly donations for organizations that are fighting for Black and brown lives because consistency is so important for these organizations to do this work
- b. Brittany Packnett Cunningham quote: The privilege you enjoy comes at someone else's expense. The privilege that you're hoarding could be put to good use. It could be used to create space, opportunity, resources and amplification for someone else. Not because they need your saving but because that's what you do with what you didn't earn. You give it away. So it's not charity it's solidarity and true solidarity means showing up respectfully, physically, mentally and financially.
- c. As you grow professionally and financially your responsibility to give grows with you.
- d. [Resource: A non-comprehensive list of organizations to donate to that supports Black and brown lives:](#)
 - i. [Black Lives Matter](#)
 - ii. [Color of Change](#)
 - iii. [NAACP](#)
 - iv. [Campaign Zero](#)
 - v. [G.L.I.T.S](#)
 - vi. [The Okra Project](#)
 - vii. [The Tamir Rice Foundation](#)
 - viii. [National Black Justice Coalition](#)

7. Protest

- a. Yes! This is that big noisy ask!
- b. Protesting is protected under the first amendment and it is an effective way of communicating to the people in power that we are dissatisfied with the current systems
- c. There are a lot of ways to participate in protesting
 - i. Help make signs for people
 - ii. Distribute water and food for protestors
 - iii. Distribute masks and gloves and hand sanitizer
 - iv. Drive someone to and from a protest

8. Vote

- a. Glennon Doyle quote: If you wish me well but vote against my family being protected by the law. You do not love me
- b. Voter suppression is real it is our responsibility to fight it. Some examples of what voter suppression looks like:
 - i. Cuts to early voting
 - ii. Voter ID Laws

1. There is often confusion about this particular form of voter suppression, please use this resource:
<https://www.aclu.org/other/oppose-voter-id-legislation-fact-sheet>
- iii. Gerrymandering
- iv. Purges to voter rolls (often without notice)
- v. Faulty voting machines causing votes to go unrecorded
- vi. Closing polling places causing voters to wait in hours-long lines, or leaving without voting
- c. How to fight voter suppression
 - i. Register to vote
 - ii. Vote by mail
 - iii. Call senators to advocate for H.R.4 – Voting Rights Advancement Act of 2019
 - iv. Advocate for voting modernization and for voters with disabilities
 - v. Donate to organizations fighting for voting rights

9. Make long term plans

- a. Your allyship cannot be performative – it needs to be a lifelong commitment to seeing real change made in our systems and in our daily lives
- b. Physically plan out what this fight looks like for you and your loved ones. Make a plan and share it. If you don't plan for this then you will be lulled into complacency when this is not in the news anymore.
- c. Decide what words you are going to use when you hear implicit bias and racism. Practice saying those words. Practice sitting in how uncomfortable it feels taking that leap, and don't run from that feeling. Accept it and know you will survive this, and you have to in order to fight for a more just and equitable world
- d. Understand that this work is hard, and it will take a lot out of you, but it is a privilege to get to learn about racism instead of having to experience it. To join this fight, we need you to be willing to show up every day to make change. Some days that will mean that you have to rest, unplug from everything and recharge your batteries. This is ok. Plan for that too. Then be ready to show up again for the fight.