**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.

**2 GET EDUCATED**

Seek out books, articles, films, etc. about the history and current issues facing marginalized communities, and attend formal anti-oppression trainings.

**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.

**4 SPEAK UP**

When someone is being targeted - physically or verbally - intervene only with their permission. Focus on supporting them rather than engaging the aggressor.

**5 SHOW UP**

When someone from a marginalized community invites you to an event, go – be there to listen, learn and show your support.

**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**

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.

**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”.

**10 DONATE**

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

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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”

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