



# HOW TO BE A GOOD ALLY



An ALLY is a member of the “dominant” or “majority” group who questions or rejects the dominant ideology and works against oppression through support of, and as an advocate, with or for, the oppressed population.

RACISM is the systemic subordination of members of marginalized racial groups who have relatively little social power by members of a dominant racial group. This subordination is supported by the actions of individuals, cultural norms and values, and institutional structures and practices of society.

#1

## RESEARCH!



It's understandable to want to learn from people, but it's not their job to educate you. Do your background reading and learn as much as you can. There are tons of available resources.

Go to events as a curious observer. Be there to learn, not to assuage guilt. Advocate for those with whom you are allied in spaces where they are not.

#2

## SHOW UP!



#3

## LISTEN!



Let the community with which you are allied construct the narrative. Understand what they want to say and elevate their voices, don't speak for them.

## DO

- ✓ Recognize your privileges  
White, male, heterosexual, cisgender, able-bodied, or otherwise
- ✓ Actively participate  
Moral support isn't enough; action is required to make a difference.

## DON'T

- ✗ Invalidate others' experiences  
Just because you didn't witness an act of oppression doesn't mean it didn't happen.
- ✗ Be defensive if called out  
Our society is oppressive; oppression is inevitable. Internalize what you did wrong and fix it.

## TIPS



### SOURCES:

Definition of an ally: Oberlin College Multicultural Resource Center  
Definition of racism: Oberlin College Multicultural Resource Center  
Research!: Dennis Williams  
Show up!: Dennis Williams

Listen!: Stephanie Estévez and Christopher Paulino  
Do: Stephanie Estévez  
Don't: Maya Peterson  
Tips: Oberlin College Multicultural Resource Center