

# Allies BUILD

## AN EQUITABLE FUTURE FOR EVERYONE

### EMBRACE DISCOMFORT

We have **all** thought, said, done (& not done) things that are **prejudiced**. We must get past our own **shame/denial/guilt** about this.

**Acknowledging & owning** this (write it out or talk with a friend) is key to being able to help. **Believe** under-represented group's experiences instead of getting **defensive**. **Listen**.

### FIND DISCUSSION OPPORTUNITIES

Lean into the **discomfort** of these critical conversations (it's a **privilege** to discuss discrimination rather than being on the **receiving end**). You **won't** get it "right"; that is **the point**. Just keep trying. **Share** what you've learned. **Avoid preaching** to the **choir**: find avenues where you will be **challenged**.

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### ACKNOWLEDGE THIS TRUTH:

Being a **Passive** ally

**\*\*EQUALS\*\***

**Actively** contributing to the **systems** that keep marginalized groups **oppressed**.

### EDUCATE YOURSELF

**Intentionally** seek out authors, thought leaders, filmmakers, & artists who **don't look like you**. [Re]-learn **history** from **marginalized** peoples' perspectives, & be ready to **let go** of **outdated worldviews** that have served you but **put others down**.

### TAKE VISIBLE ACTION

**VOTE**. Publicly **donate** to reputable charities. Use your **strengths** to **advocate** for others (web design, legal services, etc.). **Call out** inappropriate actions. **Anonymity** is the **antithesis** of **allyship**.