



Diversity, Equity & Inclusion

Below are takeaways from [Azeb Kinder](#) and the parenting adults in attendance. During our conversation we explored what it really means to be an Ally. We also shared strategies for self care while engaging in diversity, equity, and inclusion work.

5 Tips for Being an Ally

An ally is a person who is willing to fight for the equality of a marginalized group; someone who understands that our liberation as a society is bound together. Here are 5 tips for being an ally:

1. Understand Your Privilege: identify the certain advantages that you have that you don't even think about
2. Listen and Do Your Homework: understand the importance of certain issues to the communities you want to support
3. Speak Up, But Not Over: use your privilege to educate others, but be mindful not to talk over or take credit over the community you aim to support
4. Recognize that you are going to make mistakes and apologize when you do: it is not about your intent but your impact
5. Remember that ally is a Verb: you've got to do the work

Do's and Don'ts of Allyship

Think of anti-racism as a spectrum. No one is fully anti-racist, but allies are committed to working towards it, in solidarity with marginalized individuals or groups. Below are some do's and don't's for being a supportive ally:

Do:

- Stand up for people who are being discriminated against
- Call someone out for telling an insensitive joke
- Examine your own prejudices
- Continue to listen and learn

Don't

- Be afraid of the word privilege
- Retreat into your privilege and abandon the work when you feel uncomfortable
- Walk away if you make a mistake
- Think you know everything about a community or issue

Additional Strategies

While rewarding, DEI work can also be challenging. Here are a few additional strategies to help you live your commitment to being an ally:

- Take on the struggle as your own. Stand up, even when you feel scared
- Transfer the benefits of your privilege to those who lack it
- Acknowledge that while you feel the pain, it is not about you
- If you aren't sure when to speak up; ask friends of color for their input, practice speaking up and stepping back, and have a community to be in conversation with
- Leverage support from your schools' DEI resources
- Get to know other parenting adults to create a community to speak up around what you see and the changes you'd like to make
- Remember, talking to your children about discrimination helps them develop a more positive identity and become more willing to work towards social justice

Self-Care

It is important to always practice self-care when engaging in this work. Also, remember this is shared work; it should not fall more on people of color and other marginalized groups. During the conversation, our parenting adults shared tips to help avoid burnout and fatigue:

- Create a community of people in solidarity with you
- Create a rejuvenating space to decompress
- Remind yourself that you are not in this alone
- Develop a self-care routine
- Create boundaries and know it is ok to check out for periods of time to protect your mental health

We recognize that we are all at a different place in our journey. Below are some resources to continue our journey in this process:

- [Click Here](#) to watch a video around the 5 Tips for Being an Ally
- [Click Here](#) to watch Dr. DeGruy's video "A Trip to the Grocery Store" about microaggressions
- [Click Here](#) to read an article from the Harvard Business Review around the importance of allyship

Be well,
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