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|  | **BEING AN EFFECTIVE ALLY** **WHAT I BRING – WHAT I WANT TO DEVELOP** |
| **CHARACTERISTICS, QUALITIES, BEHAVIORS** | **TOP 10** **I BRING****(X)** | **TOP 10****I WANT TO DEVELOP****(X)** | **ACTIONS** |
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| **BASIC APPROACH** |  |  |  |
| 1. I take on the struggle as my own and don’t expect credit for being an ally.
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| 1. I am clear on why I am committing to be an ally.
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| 1. I am clear on the characteristics, qualities, knowledge, skills, and experience that I bring to the roles that might be asked of me, but don’t broadcast them as qualifications for being an ally.
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| 1. I “show up”, focus on action, and put myself on the line.
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| 1. I expect to make some mistakes but do not use that as an excuse for inaction.
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| 1. When I make mistakes I take responsibility, hold myself accountable, and act differently moving forward.
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| 1. I understand that emotional safety is not a realistic expectation if I take my alliance seriously. I will be outside my comfort zone.
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| 1. I focus on my impact, not my intention.
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| 1. I know that I will need to draw upon my courage, my ability to persevere and my resilience to support and sustain my actions.
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| **FOCUSING ON OTHERS** |  |  |  |
| 1. I amplify the voice of the people I am supporting, knowing they can raise themselves up.
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| 1. I listen more and talk less
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| 1. I fill in supportive roles
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| 1. I step out of the spotlight
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| 1. I find out about others. I don’t make assumptions. I listen to people without judgement or defensiveness.
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| 1. I understand and appreciate the history of Black efforts to counter racism
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| 1. I work continuously to develop an understanding of the personal and institutional experiences of the person or people with whom I am aligning myself.
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| 1. I doresearch to learn more about the history of the struggle in which I am participating
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| 1. I seek and build diverse community
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| 1. I support the leadership of people of color. I do this consistently, but not uncritically.
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| 1. I learn about the history of white people who have worked for racial justice.
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| **BEING CONSCIOUS** |  |  |  |
| 1. I am self-aware – I self-reflect and respond to what I discover
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| 1. I am clear about why I am being an ally
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| 1. I work to check my sub-conscious or semi-conscious behaviors
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| 1. I amaware of my implicit biases
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| 1. I am committed to the never-ending personal growth required to be genuinely supportive.
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| 1. I explore my “dark side.” I reflect on difficult questions like, “Do my politics and behavior perpetuate racism? Am I complicit in its persistence?”
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| 1. I dothe inner work to figure out a way to acknowledge how I participate in oppressive systems. I am conscious of White advantage
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| 1. I diversify my media consumption
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| 1. I am aware that as soon as you consider yourself not a party of the problem, you are
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| 1. I practice self-care to bring my bests and persevere
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| **BEING ACCOUNTABLE** |  |  |  |
| 1. I apologize without caveats
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| 1. I know that those on each side of an alliance are responsible for their own change and accept my responsibility
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| 1. I know that the people with privilege must initiate the change toward countering racism.
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| 1. I avoid retreating into privilege when I’m tired, overwhelmed, or don’t want to engage.
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| 1. I am open to feedback and accept others’ input as an opportunity to grow, become more effective and have a greater impact.
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| 1. I do not expect others to teach me – I take responsibility for finding the resources to develop my awareness, understanding and competence.
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| **ENGAGING OTHERS** |  |  |  |
| 1. I engage people who share my identity in being allies.
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| 1. I think creatively about how to bring in more people of my identity
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| 1. I establish trusting relationships with those who can influence change
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| 1. I lean on other allies – I don’t do it alone.
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| **OTHER** |  |  |  |
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**Note.** This is a Word document, so you can edit it and it will expand to accommodate your input.