

## How to Be an Ally Without Causing Harm

1. **Listen.** Listen to the experiences of a diversity of marginalized people to better understand oppression.
2. **Stop thinking of 'ally' as a noun.** Ally is not a status or a title. Being an ally is an action.
3. **Ally is not a self-proclaimed identity.** Being an ally is not something we decide ourselves it is the choice of those we are allying ourselves with. Not everyone may accept you as an ally. Your actions will be what gains a group's trust when they demonstrate support no matter what the circumstance not just when it's easy.
4. **Allies don't take breaks.** Those who are being oppressed do not get to take a break. Being privileged means that you have a choice to educate other people when they say racist, sexist, ableist things and as an ally it is your responsibility to engage in those discussions.
5. **Allies educate themselves constantly.** You need to be educated on the issues and history of whatever cause you ally yourself to. It is not the responsibility of those who are oppressed to teach you about their oppression.
6. **You can't be an ally in isolation.** When you act alone, there is no one to be accountable for your actions. It is surface-level activism.
7. **Allies don't need to be in the spotlight.** Allies turn the spotlight onto those whose voices are being ignored or who are marginalized. Being an ally is not about creating a platform for your own voice.
8. **Allies focus on those who share their identity.** Allies are responsible for engaging people who share their identity to participate in social justice issues. For example, regarding racism, white people should not engage people of colour in discussion about what is racist but rather engage other white people in the discussion. Men are responsible for engaging other men in conversations about masculinity and misogyny.
9. **When criticized or called out, allies listen, apologize, act accountably, and act differently going forward.** You will make mistakes along the way while pursuing social justice. You will say something offensive, you will ignore your privilege, you will be ignorant. Listening, apologizing and being accountable are not enough if you don't learn from your mistakes moving forward.
10. **Allies never monopolize the emotional energy.** People who have been marginalized, discriminated and oppressed are emotionally exhausted enough without having to emotional support you for how bad you feel. Look to other allies for emotional support.