

How Can You Be an Active Ally?



I RAISE UP MY VOICE- NOT SO I CAN SHOUT BUT SO THAT THOSE WITHOUT A VOICE CAN BE HEARD.



- MALALA YOUSAFZAI



1. Speak Up



IF YOU WITNESS OR ARE AWARE OF ANY INAPPROPRIATE BEHAVIOR SPEAK UP! MARGINALIZED PEOPLE ARE OFTEN AFRAID TO SPEAK UP AND, IF THEY DO, THEIR EXPERIENCES ARE DIMINISHED, DISMISSED OR IGNORED. USE YOUR VOICE TO AMPLIFY CONCERNS AND HELP ENSURE THAT THEY ARE HEARD AND ADDRESSED.

2. Be Part of A Network of Support

LISTEN. DON'T ASSUME THAT YOU KNOW WHAT OTHERS ARE FEELING OR EXPERIENCING AND DON'T COMPARE YOUR PERSONAL EXPERIENCES TO THOSE OF OTHERS. BE AVAILABLE AND PREPARED TO HAVE UNCOMFORTABLE CONVERSATIONS



3. Create and Contribute to a Culture of Safety

USE INCLUSIVE LANGUAGE. BE MINDFUL OF HOW YOU PARTICIPATE IN OPPRESSIVE SYSTEMS AND WORK TO HELP CHANGE THEM. ACKNOWLEDGE THE WORK OF MARGINALIZED TEAM MEMBERS AND ALLOW THEM TO TELL THEIR OWN STORIES.



4. Take on the Work

EDUCATE YOURSELF. PARTICIPATE IN TRAININGS. READ BOOKS AND ARTICLES FROM VARIOUS DIVERSE VOICES. IF YOU HAVE QUESTIONS, DO YOUR OWN RESEARCH AND LOOK UP THE ANSWERS. DON'T EXPECT MARGINALIZED TEAM MEMBERS TO BE YOUR "TEACHERS" OR TO EDUCATE YOU. BE OPEN TO FEEDBACK, EVEN IF IT IS UNCOMFORTABLE OR NEGATIVE. LISTEN TO LEARN AND MAKE POSITIVE CHANGES.



GET STARTED! IT IS NEVER TOO LATE OR TOO EARLY TO BE AN ACTIVE ALLY.

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