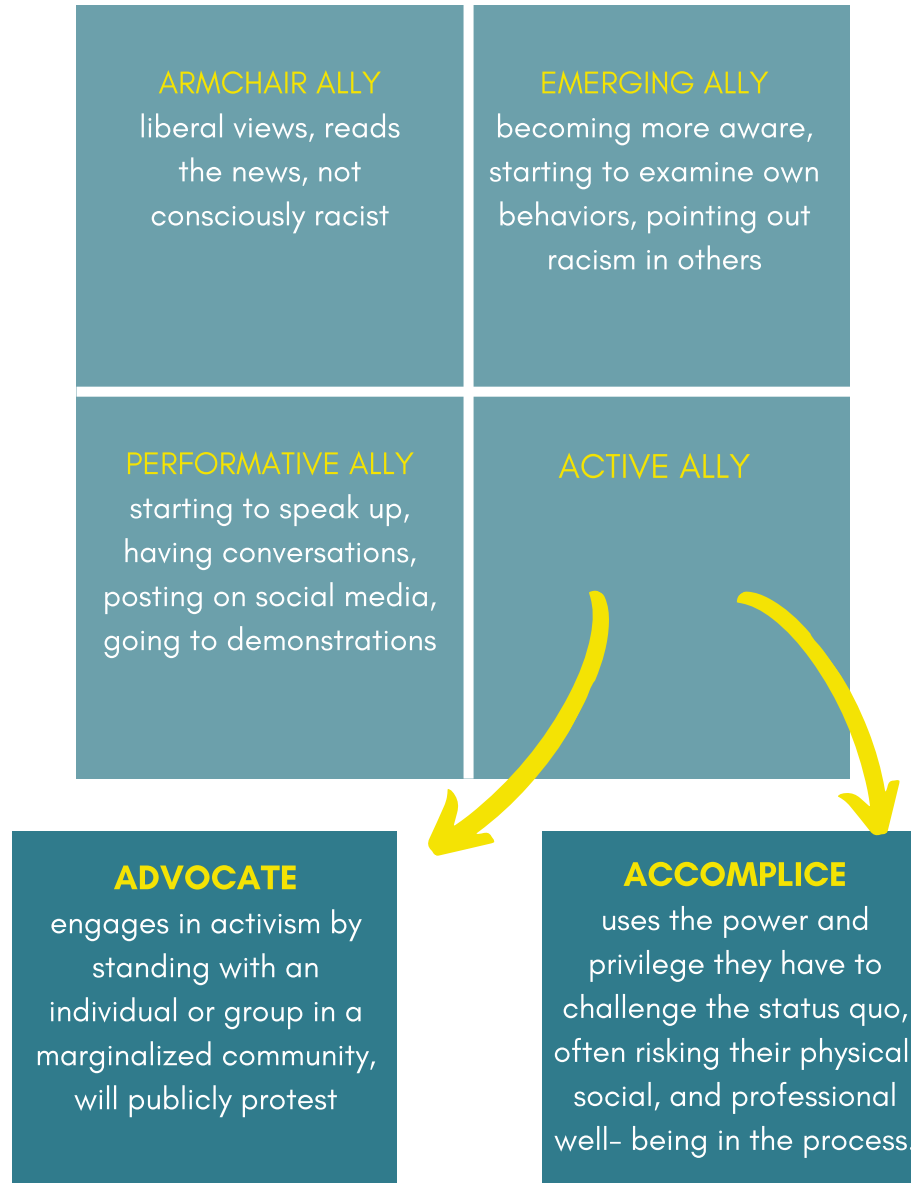


Do's

- Be open to listening
- Be aware of your implicit biases
- Do your research about the history of the struggle in which you are participating
- Do the inner work to acknowledge how you participate in oppressive systems
- Do the outer work and learn how to change oppressive systems
- Use your privilege to amplify (digitally and in-person) historically suppressed voices
- Learn how to listen and accept criticism with grace, even if it's uncomfortable
- Do the work every day to learn how to be a better ally

ALLYSHIP



Don'ts

- Expect to be taught or shown. Use the tools around you to learn and answer your own questions
- Participate for the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's)
- Behave as though you know best
- Take credit for the labor of those who are marginalized and did the work before you
- Assume that every member of an underinvested community feels oppressed

