

10 Things Allies Can Do (YWCA)

10 Things ALLIES Can Do

An 'ally' is someone who has privilege, but chooses to stand for and with marginalized communities* by taking tangible, ongoing actions to dismantle systems of oppression.

Marginalized communities are those who are targeted by oppression, including but not limited to: people of color, Muslims, immigrants, refugees, LGBTQ people, women and people with disabilities.

1 LISTEN

Listen to what marginalized people are saying – face-to-face, on your social media feed or in the articles you read. It's not about you, your feelings or opinions; it's about hearing theirs.

Seek out books, articles, films, etc. about the history and current issues facing marginalized communities, and attend formal anti-oppression trainings.

3 GET INVOLVED

Join local groups working for social justice. Subscribe to their e-mail lists, follow them on social media and show up to support their work.

2 GET EDUCATED

5 SPEAK UP

When a friend, family member, co-worker or stranger says something hateful or ignorant, call them out on it. Silence allows oppression to continue.

4

When someone from a marginalized community invites you to an event, go – be there to listen, learn and show your support.



Show UP

6 INTERVENE

When you encounter something that makes you uncomfortable, don't dismiss it. Sit with it, ask yourself 'why?' and welcome it as an opportunity to grow.

8 LEARN FROM YOUR MISTAKES

You will make mistakes. When someone calls you out, don't get defensive. Listen, apologize and change your behavior going forward.

9 STAY ENGAGED

Even when the work gets difficult, stay engaged. Oppression is constant, and marginalized people do not have the privilege of "turning off".

7 WELCOME DISCOMFORT

10 DONATE

Commit to financially support a local organization doing social justice work in your community, not just once but on an ongoing basis.



Seeking to be an ally is an ongoing journey, and this list simply represents a starting point. Please refer to the below sources which informed this list, and continue to seek out and practice ways that you can be an ally.

Sources:

Isabel DeBrujin, "So You Want to Wear a Safety Pin"
Jamie Utt, "So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know"
Southern Poverty Law Center, "Speak Up: Responding to Everyday Bigotry"

YWCA IS ON A MISSION



Community Group Resources for Anti-Racism - June 2020

Topic/Resource	Information	Links
Education		
Books	Race-related books	Despite the Best Intentions: How Racial Inequality Thrives in Good Schools Amanda Lewis and John Diamond Pushout: The Criminalization of Black Girls in Schools Monique W. Morris, 2016 Why are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race Beverly Daniel, Tatum, 2017 Savage Inequalities , Jonathan Kozol, 2012
School discipline and disparities	-Dept of Ed and Office of Civil Rights joint letter, 2014 -Wisconsin Lawyer “school to prison pipeline” article, 2014	https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201401-title-vi.html http://www.wisbar.org/NewsPublications/WisconsinLawyer/Pages/Article.aspx?Volume=87&Issue=8&ArticleID=23538
Implicit Bias and disparities	Articles and other resources	Understanding Implicit Bias: What Educators Should Know When Educators Understand Race and Racism Implicit bias may help explain high preschool expulsion rates for black children Disrupting Implicit Bias
	Ted talks and links	10 TED classroom resources about race in America Teaching Tolerance website
Conversations about Race and History		
Articles		Waking Up White: An Interview with Debby Irving Sugarcoated Language of White Fragility CNN Interview With Robin DiAngelo (author of White Fragility)
Websites and other links		9 Talks to help you understand racism in America Mapping Prejudice Equal Justice Initiative The 1619 Project , New York Times

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Books	White fragility, history and conversations	Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race , Derald Wing Sue, 2015 So You Want to Talk About Race Ijeoma Oluo, 2018 How to Be an Antiracist Ibram X. Kendi, 2019 White Fragility: Why It's so hard for White People to Talk about Racism Robin DiAngelo, 2018 The Color of Law Richard Rothstein, 2018 Stamped from the Beginning: The Definitive History of Racist Ideas in America Ibram X. Kendi, 2017 Just Mercy: A Story of Justice and Redemption Bryan Stevenson, 2014 The New Jim Crow , Michelle Alexander, 2010 List of anti-racist books "Starter Kit"
Open Yale Course	African American History: From Emancipation to the Present	https://oyc.yale.edu/african-american-studies/afam-162
Implicit Bias and Stereotypes		
Project Implicit	Tests to measure implicit bias	https://implicit.harvard.edu/implicit/
Implicit Bias generally	Implicit Bias Overview from Kirwan Institute	http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf
Fair Play game	This game allows a player to experience biases as Jamal, a black graduate student. Click THE GAME and either download the game or play online.	www.fairplaygame.org
Ethnic Notions by Marlon Riggs (1986)	Documentary about images and stereotyping of people	Trailer
Books	Seminal books	Blindspot: Hidden Biases of Good People Mahzarin R. Banani, 2016 Whistling Vivaldi: How Stereotypes Affect Us and What We can Do Claude M. Steele, 2011

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Audio	NPR	NPR – How the concept of Implicit Bias came into being , October 17, 2016
Short videos	New York Times Magazine (2016)	Who, Me? Biased? – series of six short videos
Books	Recent fiction	All American Boys , Jason Reynold and Brendan Kiely, 2017 The Hate U Give Angie Thomas, 2017
Movies, Documentaries, Social Media		
	Netflix	An American Son, 2019 13 th , 2016
	Facebook and other Website Links	Bryan Stevenson on the Frustration Behind the George Floyd Protests Institutionalized Racism: A Syllabus A Detailed List of Anti-Racism Resources How White Women Can Use Their Privilege to End Racism Dear White People, This is What We Want You to Do A Reading List in the Wake of the Killing of George Floyd Maintaining Professionalism in the Age of Black Death Is... A Lot 5 Ways to Show Up for Racial Justice Today Anti-Racism Resources for White People 5 Racist Anti-Racism Responses “Good” White Women Give to Viral Posts How to be an Ally During Times of Tragedy Social Justice: Fifteen Titles to Address Inequity, Equality and Organizing for Young Readers 75 Things White People Can Do for Racial Justice
	Twitter, Instagram, etc	#BlackLivesMatter #BlackOutTuesday (June 2, 2020) #ShutDownAcademia and #ShutDownSTEM (June 10, 2020)

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This is a working document for scaffolding anti-racism resources. The goal is to facilitate growth for white folks to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible. We will continue to add resources.

Immediate action list: [Resources for Accountability and Actions for Black Lives](#)

Please note: if you wish to compensate us for this work, please donate to one of the following organizations: [National Bail Out Fund](#), [Black Visions Collective](#), [Campaign Zero](#). After you're done, send us a screenshot of the receipt if you'd like - scaffoldedantiracismresources@gmail.com

Documents containing resources used in this list:

[Anti-racism resources for white people](#) (Sarah Sophie Flicker, Alyssa Klein - May 2020)

[Read about the Stages of Identity Development](#)

[A Race Is a Nice Thing to Have](#) - provides the framework for white identity development (Janet E. Helms)

Stage of white identity development (Helms) and their corresponding beliefs/thoughts/actions	Resources *When purchasing books, please purchase directly from authors or local bookstores -- here's one online suggestion.	What to do next?
CONTACT <ul style="list-style-type: none"> - "I don't see color." - "Talking about race brings disunity." - Belief that racism is caused by talking about race. 	Activities: <ol style="list-style-type: none"> 1. White Privilege: Unpacking the Invisible Knapsack (Peggy McIntonsh) Podcasts: <ol style="list-style-type: none"> 1. NPR episode about Whistling Vivaldi Videos: <ol style="list-style-type: none"> 1. Interview about I'm Still Here 2. Interview about White Awake Articles: <ol style="list-style-type: none"> 1. Walking While Black (Garnette Cadogan) 	Understanding and utilizing resources about racial inequality and bias is the first part of this work -- educating yourself is important.

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<ul style="list-style-type: none"> - Belief that you aren't racist if you don't purposely or consciously act in racist ways. <p>How folks move from this stage: by being confronted with active racism, real-world experiences that highlight their whiteness.</p>	<p>Books:</p> <ol style="list-style-type: none"> 1. Why Are All the Black Kids Sitting Together in the Cafeteria (Beverly Tatum) 2. I'm Still Here (Austin Channing Brown) 3. Whistling Vivaldi (Claude Steel) 4. White Awake (Daniel Hill) 	<p>Reject the desire to ask black folks, indigineous folks or people of color (BIPOC) to explain racism for you. Instead, find resources created by BIPOC to help educate yourself, or offer to financially compensate folks who are educating you!</p> <p>Start reading about concepts like white privilege and racial bias.</p>
<p>DISINTEGRATION</p> <ul style="list-style-type: none"> - "I feel bad for being white." - May feel like you're stuck. <p>How folks move from this stage: by participating in anti-racist work.</p> <p>*Big caution for this stage: guilt can be overwhelming. Be aware that sitting in guilt or shame might move us to the <i>reintegration</i> stage</p>	<p>Activities:</p> <ol style="list-style-type: none"> 1. Racial Bias Test - this will help you understand what your biases are for yourself <p>Videos:</p> <ol style="list-style-type: none"> 1. White Fragility - short video summarizing the book by Robin DiAngelo 	<p>Do not let guilt (<i>white guilt</i>) or shame stop you from doing anti-racist work.</p> <p>Ask folks how you can support.</p> <p>Find a way to support anti-racism. Some examples might include attending a training, joining an allies group, participating in a protest. Keep working to grow, instead of settling into shame.</p>

REINTEGRATION

- "It's not my fault I'm white."
- "I have a black friend/child/relative, etc."
- May notice yourself feeling defensive when talking about race.

How do folks move past this stage? By combating these feelings of defensiveness, shame or superiority.

Activities:

1. Look over the graph below and reflect on your past, current thoughts/beliefs, and implications of these convictions.



Podcasts:

1. [Side Effects of White Women](#) Podcast Episode with Amanda Seales
2. Smartest Person in the Room's episode on [Well Meaning White People](#)

Articles:

3. Audre Lorde's [The Uses of Anger: Women Responding to Racism](#)
4. Rachel Elizabeth Cargle's [When Feminism is White Supremacy in Heels](#)

Books:

1. [Me and White Supremacy](#) by Layla F Saad

Videos:

1. [Bloomberg and The Legacy of Stop-and-Frisk - Between the Scenes | The Daily Show](#)

Remember that moving forward is important. It might be helpful to revisit some of the previous resources to help remind you of why this work is important.

Find a way to support anti-racism. Some examples might include attending a training, joining an allies group, participating in a protest. Keep working to grow, instead of settling into shame.

PSEUDO-INDEPENDENCE

- "How can I be white and anti-racist?"
- Belief that privilege is not based on merit, but on bias & racism.

Podcasts:

1. Code Switch podcast [A Decade on Watching Black People Die](#)
2. [Brené Brown + Ibram X. Kendi "How to Be an Antiracist"](#)

Books:

1. Ijeoma Oluo's [So You Want to Talk About Race](#)
2. [Why I No Longer Talk to White People about Race](#) by Reni Eddo-Loge

Begin having difficult conversations with white friends and family about racism and inequality.

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<ul style="list-style-type: none"> - Rely on BIPOC to address racism. - Might affirm or seek to comfort the BIPOC who is addressing racism. 	<p>3. The Fire This Time by Jesmyn Ward</p> <p><i>Documentary:</i></p> <p>1. 13th (Ava DuVernay)</p> <p><i>Poem</i></p> <p>1. White Privilege (Kyla Lacey)</p> <p><i>Videos</i></p> <p>1. How We Can Win (David Jones)</p>	<p>Begin to think about how you might use your privilege to support anti-racist work.</p>
<p>IMMERSION</p> <ul style="list-style-type: none"> - Begins to work against systems of oppression, rather than seeing racism as individual actions. - Is able to embrace their own white identity & what their whiteness means, while also working alongside BIPOC - Works actively to be anti-racist. 	<p><i>Activities:</i></p> <p>1. Reflective Journal Prompts:</p> <ol style="list-style-type: none"> Think about the country that you live in. What are some of the national racial stereotypes--spoken and unspoken, historic and modern--associated with Black women? Black men? How do you see colorism at work in this country? How do you see colorism at work in your own prejudicial thoughts? How have you expected Black women to serve or soothe you? How have you reacted in the presence of Black women who are unapologetic in their confidence, self-expression, boundaries, and refusal to submit to the white gaze? <p><i>Podcasts:</i></p> <ol style="list-style-type: none"> Still Processing episode on Kaepernick White Lies (NPR) <p><i>Articles:</i></p> <ol style="list-style-type: none"> Ta-Nehisi Coates's The Case for Reparations Why Seeing Yourself Represented on Screen Is So Important (Kimberley Lawson) 75 Things White People Can Do for Racial Justice Resources for White People to Learn and Talk About Race and Racism <p><i>Books:</i></p> <ol style="list-style-type: none"> How to be An Antiracist by Ibram Kendi The Fire Next Time by James Baldwin <p><i>Video:</i></p> <ol style="list-style-type: none"> 5 Tips for Being an Ally <p><i>Movies:</i></p> <ol style="list-style-type: none"> The New Negro 	<p>Complete the journal prompts and consider completing some of the action items laid out in these resources!</p>

AUTONOMY

- Embodied anti-racism: being willing to step in the way of racism when possible, engage in protests
- Has done the work to recognize their own identity, so that they can effectively be anti-racist.
- Recognizes that growth is continual, and they might need to revisit previous stages.

Activities:

Answer these questions (written by Nii Addo Abrahams, M.A., M. Div. / Twitter & Instagram @_nickyflash_)

- Does your solidarity last longer than a news cycle?
- Does your solidarity make you lose sleep at night?
- Does your solidarity put you in danger?
- Does your solidarity cost you relationships?
- Does your solidarity take away time from other things you could be doing?
- Does your solidarity change the way you spend your money?
- Does your solidarity make you a disruptive presence in white spaces?
- Does your solidarity challenge your country's values?
- Does your solidarity make you think you're not racist?
- Does your solidarity change how you read your Bible?
- Does your solidarity change how you preach?
- Does your solidarity happen when no one is looking?
- Does your solidarity ever cause you to speak out when no one wants to listen?
- Does your solidarity ever cause you to shut up when you want to say something?
- Does your solidarity change the way you vote?
- Does your solidarity cause you to denounce our current president?
- Does your solidarity include cis-het Black women?
- Does your solidarity include Black queer and trans folks?
- Does your solidarity make you suspicious of predominantly white institutions?
- Does your solidarity cause you to believe in costly reparations?
- Does your solidarity assuage your white guilt?
- Does your solidarity have room for Black rage?

Online resources:

[Racial Equity Tools](#)

Book:

[The End of Policing](#) (Alex Vitale)

<i>Social media accounts to follow in any stage:</i>		
Instagram: @wokebrownfem @nowwhitesaviours @theintiredproject @rachel.cargle @advancementproject @britthawthorne @indyamoore @wearyourvoice @ckyourprivilege @alokvmenon @theunapologeticallybrownseries @austinchanning @theconsciouskid @antiracismctr @_nickyflash_ @heyqueenyoucute	Twitter: @clintsmithIII @keeangayamahtta @Drlbram @MsPackyetti @JBouie @thearmchaircom @RevJacquiLewis @drchanequa @ava @YNPierce @esglaude @jemelehill @_nickyflash_ @nhannahjones @rachel.cargle	
<p>For those who want to be a better anti-racist in their faith traditions</p> <p>Christian Church:</p> <ol style="list-style-type: none"> 1. Jennifer Harvey's Dear White Christians 2. Jemar Tisby's The Color of Compromise: The Truth about the American Church's Complicity in Racism 3. Michael Emerson and Christian Smith's <i>Divided by Faith</i> 4. Lenny Duncan's <i>Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the U.S.</i> 5. Christena Cleveland's <i>Disunity in Christ</i> 6. Curtiss Paul DeYoung's <i>Coming Together in the 21st Century</i> 7. Edward Gilbreath's <i>Reconciliation Blues</i> 8. Michael Eric Dyson's <i>Tears We Cannot Stop: A Sermon to White America</i> 9. Trouble I've Seen 10. Chanequa Walker-Barnes's I Bring the Voices of My People: A Womanist Vision for Racial Reconciliation <p>Jewish Racial Justice Resources</p>		

If you'd prefer to read a novel:

1. Angie Thomas's *The Hate You Give*
2. Chimamanda Ngozi Adichie's *Americanah*
3. Yaa Gyasi's *Homegoing*
4. Toni Morrison's *Beloved*
5. James Baldwin's *Go Tell It On the Mountain*

Podcast recommendations:

1. [White Lies](#) by NPR
2. [The 1619 Project](#) by the New York Times
3. [Uncivil](#) by Gimlet Media
4. [The Witness Podcast Network](#) - Pass the Mic
5. [Seeing White](#)
6. Good Ancestor with Layla F. Saad
7. Code Switch by NPR

For those in education:

1. [Anti-Racist Educator Self-Questionnaire and Rubric](#)
2. [Anti-Racist Student Self-Questionnaire](#)

Accessible resources for the youth:

[Antiracist Baby](#)

Kwame Alexander's the [Crossover](#) series

[This Book is Antiracist](#)

[Books to Teach White Children and Teens How to Undo Racism and White Supremacy](#)

Young Adult Literature:

Dear Martin by Nic Stone

All American Boys by Jason Reynolds and Brendan Kiely

I am Alfonso Jones by Tony Medina

Middle grades;

A Good Kind of Trouble by Lisa Moore Ramée

Ghost Boys by Jewell Parker Rhodes

New Kid by Jerry Craft

Resources for parents:

[Raising White Kids](#) (Jen Harvey) -- article here: ['Raising White Kids' Author On How White Parents Can Talk About Race](#)

30-DAY

Allyship Challenge

Read Rose Hackman's article "[How White Americans Can Fight Racism](#)."

Watch the video, "[Black Lives Matter Myths Debunked](#)."

Subscribe to [The Root](#) newsletter to continue learning.

Donate to [Campaign Zero](#) to end police violence through legal means.

Watch Barry Jenkins' [If Beale Street Could Talk](#) on Hulu.

Read Nikole Hannah-Jones' "[The 1619 Project](#)."

Watch the video compilation, "[The First Time I Realized I Was Black](#)."

Join your local [Showing Up for Racial Justice](#) chapter to learn how to get involved.

Find a new Black-owned business in your city to support using [Official Black Wall Street](#).

Watch Ava DuVernay's documentary [13th](#) on Netflix.

Read Ta-Nehisi Coates' article, "[The Case for Reparations](#)."

Google whether your city employs evidence-based police de-escalation training.

Watch Neil deGrasse Tyson's [video](#) about becoming a black scientist.

Donate to your local [Black Lives Matter](#) chapter.

Watch Steve McQueen's [12 Years a Slave](#) on Amazon Prime.

Read the Q&A article "[White](#)"

Watch the video discussion

Join the [bell hooks](#)

Donate to the [Black Youth Project 100](#) to

Watch the PBS