10 WAYS TO BE AN ALLY

1. Consider your position and how you benefit. Understand how white privilege affects your daily life, career, education, and relationships with authority.

2. Do a personal inventory. Write about all the times that you can remember when you felt like some form of oppression affected your life.

3. Do your homework. Asking someone of another culture to be your teacher can be disrespectful. Educate yourself! Use books, articles, and videos.

4. Guilt and action are different. Being active means interrupting oppressive comments or conversations as well as participating in the struggle for racial equality.

5. Be clear on why you are involved. Racism is a problem for white people because they need to act to change it. Consider what you may lose and what you will gain by working toward ending oppression.

6. Charity and solidarity are not the same. Charity is a form of help. Solidarity is long-term participation in the struggle for racial equality.

7. Don’t be afraid to be uncomfortable. Anyone who has been involved in anti-oppression work has stories of being called out on some unskillful behavior. It is part of the process and something we can ultimately be grateful for, even if it is painful in the moment.

8. Make amends. If you do make a mistake or if you recall some instance in which you feel you acted unskillfully, try to make amends.

9. Don’t expect a pat on the back. Don’t expect oppressed peoples to acknowledge your internal or external achievements.

10. Do the work within your communities. Part of solidarity is creating active change within privileged communities.


Caring for Your SELF

Maintaining, Sustaining, and Thriving

Relational
- Connect with your supports. You are not alone!
- Empower yourself to say no to people/tasks/requests. This does not mean that you don’t care, just that you are human and have limits.
- Encourage others to take care of themselves. Ask what you can do—being present for someone else can help you feel better.
- Introduce a dialogue about self-care, balance, and guilt into your friendship group or on social media.

Physical
- Practice relaxation or meditation. Go to www.mtholyoke.edu/counseling for links to resources and phone apps.
- Get enough sleep.
- Nourish your body with healthy food.
- Move your body in whatever ways you are able. Stretch, dance, walk, swim, etc.

Emotional
- Know what triggers you. Choose what inspires you.
- Be kind to yourself.
- Talk to a friend, family member, mentor, counselor, or spiritual advisor.
- Do your best to keep up with academic and work responsibilities. Falling behind can add to stress.
- Start a journal/sketchbook.

Taking action often helps people feel more empowered. Identify three actions you can take to work toward change in yourself and/or in your community.

Microaggressions 101

“Brief commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights to the target person or group.” (Sue et al., 2007, p. 273)

Some common themes with examples:
- Alien in own land
  “You speak English so well, I don’t even hear an accent.”
- Ascription of intelligence
  “You are a credit to your race.”
- Color blindness
  “When I look at you, I don’t see color.”
- Denial of individual racism
  “As a woman, I know what you go through as a racial minority.”
- Myth of meritocracy
  “Everyone in this society can succeed, if they work hard enough.”
- Pathologizing cultural values/communication styles
  “To an Asian/Latino person: Why are you so quiet? We want to know what you think. Be more verbal.”