

My Ally Plan

As an ally, you are on an amazing, dynamic, personal journey. As you and society change, how you act as an ally will change, too. There is not one right way to be an ally.

In my journey--

What do I need to learn more about?

Where will I look for new information?

How will I push through my discomfort?

Who can I turn to for encouragement?

When will I need to ask for help?

What changes can I make in my personal life?

I know people who have target group identities. I can support one of them by:

Who?

What?

Where?

When?

What changes can I make in my work environment?

What do I need right now from my allies?

The Heart of an Ally

An ally is someone who:

- Listens openly.
- Risks discomfort.
- Makes meaningful friendships with people who are different.
- Acknowledges and takes responsibility for their own prejudices and privileges.
- Is committed to personal growth and exploration.
- Educates others without being self-righteous.
- Models inclusive language and behavior.
- Interrupts prejudice and takes action even when target group members are absent.
- Challenges the internalized oppression of target group members.
- Learns about and takes pride in their own identities.
- Expects support from other allies.
- Knows resources about and for target groups.
- Seeks out others
- Expects to make some mistakes, but learns from them and keeps trying.
- Knows that they can initiate change toward personal, institutional, and societal justice.
- Has a vision of a healthy, inclusive society.

Adapted from Diversity Works, Inc in Amherst, MA

You & I

We meet as strangers, each carrying a mystery within us.

I can not say who you are.

I may never know you completely.

But I trust that you are a person in your own right,
possessed of a beauty and value that are the Earth's richest treasures.

So I make this promise to you:

I will impose no identities upon you,
but will invite you to become yourself without shame or fear.

I will hold open a space for you in the world and
allow your right to fill it with an authentic vocation and purpose.

For as long as your search takes, you have my loyalty.

Author Unknown
