

Ally Building

An ally is someone who willingly takes a stand against oppression, injustice, mistreatment or discrimination and intervenes for individuals who possess less power and voice than they do.

An ally:

- Intervenes when oppression occurs
- Interrupts whether or not a member of the target group is in the room
- Is outraged by the conditions of any group being targeted
- Is fiercely desirous of building alliances with target group
- Takes my struggle for equality seriously
- Is willing to stand with me or in my absence in support of my struggles
- Does not forget my humanness
- Understands that I internalized some self-hating messages and I might be confused about my own humanness sometimes
- Examines ways that I have been hurt
- Has looked at how s/he has been hurt by oppression and is taking steps to heal
- Does not minimize or negate my experiences or impressions about what seems racist, sexist, etc.
- Is bold enough and willing to make mistakes
- Is able to apologize when s/he makes a mistake
- Assumes the training s/he got about my group gets in the way of our being truly close
- Does not get stuck in feelings of guilt about being white, male, etc.
- Recognizes that being a member of a non-target group carries privilege that can be used to help establish a more equitable society
- Honors me both as an individual and as a member of my group, but does not put me in the position to speak for everyone in my group or to always be the teacher for non-target people on my oppression.

