



COURAGEOUS ALLYSHIP RESOURCE GUIDE

Background

Injustice is something that exists in the world and is faced daily by many different types of people. For many people of color, it ranges from microaggressions, like a woman clutching her purse when approaching a Black man, telling a Black woman she looks “neat and clean,” to death either at the hands of the police or someone else who believes they are within their right to invalidate a person of colors life.

George Floyd’s murder was the result of inhumane police brutality that is perpetuated by a culture of white supremacy. What happened to George Floyd was not the result of a bad apple; it was the predictable consequence of a racist and prejudiced system and culture that has treated Black bodies as the enemy from the beginning. What happened to George Floyd in Minneapolis is the fruit borne of toxic seeds planted on the shores of our country in Jamestown in 1619, when the first enslaved men and women arrived on this continent. Floyd is the latest in a long list of names that stretches back to that time and that shore. Some of those names we know — Ahmaud Arbery, Breonna Taylor, Oscar Grant, Eric Garner, Trayvon Martin, Michael Brown, Emmett Till, Martin Luther King, Jr. — most we don’t. While these acts are important, helping to underscore the unity of people who are enraged by these situations, there is more that can be done to advance the cause of justice, and dismantle systems of oppression. Those actions may look different based on how you exist in the world, but ultimately, everyone has a role to play in creating a more equitable society.

If we are to advance the cause of equity, it has to be done both in the moments when we are outraged and in the quiet moments when there isn’t a new hashtag borne out of a specific moment of injustice. It is about changing attitudes and beliefs that ultimately lead to actions. We must dismantle these systems, if we don’t do it now injustice will never end.

Definitions

Ally: Being an ally doesn’t necessarily mean you fully understand what it feels like to be oppressed. It means you are taking on the struggle as your own.

Accomplice: To be an **accomplice**, one must be willing to do more than listen; they must be willing to stand with those who are being attacked, excluded or otherwise mistreated, even if that **means** suffering personal or professional backlash.

Discrimination: the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

Diversity: understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Emotional tax: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

Equity: Refers to the fair and respectful treatment of all people. This means that we do everything we can to identify and eliminate unfair biases, stereotypes or barriers that may limit full participation in our education system.

Inclusion: involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

Intersectionality: the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Oppression: prolonged cruel or unjust treatment or control.

Supremacy: The belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society.

Liberation: The act of setting someone free from imprisonment, slavery, or *oppression*; release.

Microaggression: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Micro-inequity: is a theory regarding ways in which individuals are either singled out, overlooked, ignored, or otherwise discounted based on an unchangeable characteristic such as race or gender. Micro-inequities are subtle, often unconscious, messages that devalue, discourage and impair workplace performance.

Neoliberalism: characterized by free market trade, deregulation of financial markets, privatization, individualisation, and the shift away from state welfare provision. This mindset is the “pull yourself up by your own bootstraps” mindset.

Privilege: a special right, advantage, or immunity granted or available only to a particular person or group.

Systemic oppression: refers to the mistreatment of people within a specific group, supported and enforced by the society and its institutions.

Unconscious bias: An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

Workplace inclusion: An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

Activating Allyship

DO'S

- Do be open to listening
- Do be aware of your implicit biases
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do amplify (online and when physically present) the voices of those without your privilege
- Do learn how to listen and accept criticism with grace, even if it's uncomfortable

DONT'S

- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the “Oppression Olympics” (you don't need to compare how your struggle is just as bad)
- Do not behave as though you know best

- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested group feels oppressed

Reference: <https://guidetoallyship.com/#what-is-an-ally>

Immediate Actions

Be an active ally

- Do not remain silent. Be heard so that others know you do not condone injustice.
- Take a moment for introspection, examine what you can learn from that introspection.
- Using that introspection get clear on where you can make the most impact. Take passionate and authentic action!
- Demand justice by supporting online petitions or making calls to local leaders.
- Leverage your own networks to help educate others about the injustice that has occurred.
Show up and make your voice heard.
- Financially support organizations on the ground, especially those that are Black, Indigenous and/or People of Color led.
- Direct other people to the resources you find and are supporting, including voices who are educating you about the issues.
- Check on your friends and colleagues, particularly those who are people of color.
- If you manage employees of color, be sensitive to the trauma that they are dealing with when one of these instances occurs and manage with compassion.
- Hold space for authentic dialogue amongst your teams, colleagues, family, and friends.

In moments of perceived calm

- [Here](#) is a list of educational resources; educate yourself about the history of inequities that have marginalized Black people and other people of color.
- Engage in a courageous conversation with someone about a topic that you don't understand or would like to understand better.
- Support national and local organizations who are working to uplift, center, empower and liberate communities of color.
- Educate yourself about the laws and policies that will negatively impact Black communities and advocate against them.

- Support elected officials and candidates with agendas that support the voices of the most marginalized people.
- Get civically engaged by voting in every election, but also supporting efforts to protect people's right to vote (like volunteering for election protection or participating in get-out-the-vote activities).

Reference:

<https://assets.contentstack.io/v3/assets/bltb428ce5d46f8efd8/bltb3177e5e6dfd1af5/5ed56b7bd94d9d1a6948f58d/Black@ Airbnb Employee Resource Group Activism & Allyship Guide.pdf>

Educational Resources

Articles

[Affirming Black Lives without Inducing Trauma](#)

[The Person You Mean to Be: How Good People Fight Bias by Dolly Chugh](#)

[Why We Need to Talk About Race](#)

[The Enduring Solidarity of Whiteness by Ta-Nehisi Coates](#)

[Racial Microaggressions in Everyday Life](#)

[The Intersectionality Wars](#)

[What is Intersectionality and What Does It Have to Do with Me?](#)

[We Need Co-conspirators Not Allies: How White Americans Can Fight Racism](#)

[The 1619 Project](#)

[Bear Witness, Record, De-escalate; How race may affect what bystanders are called to do in cases like George Floyd's](#)

[Project Implicit](#)

[The Other America, Welcome to my Lived Experience](#)

[Reggie Rivers: I'm black and despite all I've accomplished, society views me as a threat](#)

Books

[Me and White Supremacy: Combat Racism, change the world, and become a good ancestor by Layla F. Saad](#)

[Between the World and Me by Ta-Nehisi Coates](#)

[Tears We Cannot Stop by Michael Eric Dyson](#)

[White Fragility: Why It's So Hard for White People to Talk about Racism by Robin DiAngelo](#)

[Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do by Jennifer Eberhardt](#)

[Blind Spot by Mahzarin Banaji and Anthony Greenwald](#)

[The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein](#)

[Slavery By Another Name by Douglass A. Blackmon](#)

[The New Jim Crow by Michelle Alexander](#)
[Whistling Vivaldi: How Stereotypes affect us and what we can do by Claude Steele](#)
[Just Mercy by Brian Stevenson](#)
[Hood Feminism by Mikki Kendall](#)
[This Book is Antiracist by Tiffany Jewell](#)

Podcasts

[Pod Save the People hosted by DeRay Mckesson](#)
[Code Switch](#)
[The Nod](#)
[The Stoop](#)
[Identity Politics](#)
[1619 Audio Series](#)
[On One with Angela Rye](#)

Films & Videos

[13th directed by Ava DuVernay](#)
[5 Tips For Being An Ally by Franchesca Ramsey](#)
[What Matters produced by Black Lives Matter](#)
[Just Mercy](#)
[King in the Wilderness](#)
[The Urgency of Intersectionality by Kimberlé Crenshaw](#)

Data References

[The Citizens Police Data Project](#)
[Mapping Police Violence](#)
[Racial Economic Inequality Data](#)

Denver Organizations to Support

[Urban Leadership Foundation of Colorado](#)
[Struggle of Love](#)
[Curls on the Block](#)
[Aurora NAACP](#)
[Denver Kappa Alpha Psi Scholarship Foundation](#)
[Denver Urban League Young Professionals](#)
[Make a Chess Move](#)
[C.H.I.C.](#)
[Heavy Hands Heavy Hearts](#)

National Organizations to Support

[NAACP](#)

[United Negro College Fund](#)

[Color of Change](#)

[National Coalition on Black Civic Participation](#)

[National Action Network](#)

[National Urban League](#)

[Rainbow PUSH](#)

[Data For Black Lives](#)

[National Council of Negro Women](#)

Support Local Black Owned Businesses

[Denver Black Owned Business Directory](#)