

BE AN EFFECTIVE ALLY

diversity AND inclusion

Learn about how you can continue to be an effective ally. These are ways we can ALL continue to do this important work and contribute to significant change.



LISTEN

- Listen** to Black people and believe their experiences.
- Listen** effectively and be comfortable to receive feedback.
- Listen** and believe in people's experiences of discrimination and racism and how they feel.
- Listen** to another person's lived experience and cast no judgements.
- Listen** and acknowledge that the lived experiences of others cannot be countered by your own interpretation or understanding of a situation.
- Listen** to the daily challenges Black people face — it's real!



SPEAK OUT

- Speak out** against injustice and hate in the moment at work, at home and in your community.
- Speak out** and support the person in the moment.
- Speak out** against everything that is dismissive, disrespectful and discriminatory.
- Speak out** and don't sit back when someone says something discriminatory or racist. If it doesn't sound right, address it in the moment.
- Speak out** with confidence! Not letting your job title dictate your level of leadership, be a leader within your role!
- Speak out** about anything that does not sit right in the pit of your stomach, and you know is wrong.
- Speak out** about any systemic barriers that you recognize which impede the progress of your racialized colleagues.



SHOW UP

- Show up** authentically. Be you in the way you show care. Use your privilege to amplify Black voices and concerns.
- Show up** and support your colleague so we can bring change.
- Show up** and be there, support and stand by those who are excluded. Bring them into the discussion ask them for their perspective.
- Show up** unapologetic for who YOU are.
- Show up** by supporting your colleagues. Strength in numbers makes all the difference.
- Show up** and be ready to take in the good, bad and the ugly which will result in change.



ACT

- Act** now, with intention and find your impact.
- Act** by taking action in support of your colleagues to remove barriers that may impede their growth.
- Act** by doing your part to promote a culture of inclusion by taking intentional action by advocating for others who may not have a voice. Explore your own bias and self-reflect. Remember, allyship is continual investment of time in supporting others.
- Act** by creating space for those who may not feel empowered and be intentional about all that you do to make change.
- Act** by advocating for organizational change to promote equitable opportunities, promoting growth, development and leadership opportunities.
- Act** by standing up for the change you want to see. Welcome a culture that is built on equality for human race.
- Act** by volunteering your time with a group focused on peer support/allyship.

The actions listed here were developed by York Region's Anti-Black Racism Advisory Group.