

How to be an ally.

<p>Ask someone:</p> <p>‘How did that make you feel?’ ‘What are your preferred pronouns?’ ‘Are you ok?’ ‘Are you <i>really</i> ok?’</p>	<p>Remind others about the impact of microaggressions</p> <p><small>(eye-rolls, sighs, not inviting people to meetings, making assumptions)</small></p>	<p>See through</p> <p>visible characteristics</p>
<p>Read <small>books by diverse writers</small></p> <p>Listen <small>to podcasts with diverse voices</small></p> <p>Watch <small>TV shows made by diverse people</small></p> <p>Spend <small>money with organisations run by diverse people</small></p>	<p>Challenge people</p> <p>on negative behaviours, even if they’re more senior than you</p>	<p>See the importance of intersectionality</p>
<p>Make sure <small>everyone at the meeting has had the chance to contribute</small></p> <p>Find <small>alternative ways for people to participate</small></p>	<p>Question the system around you</p> <p><small>and ask if it’s really inclusive</small></p>	<p>See <small>the burden when someone can’t be their true self</small></p> <p>See <small>the wider story</small></p>
<p>Share <small>your platform with someone from an under-represented group</small></p> <p>Hand the mic <small>to a minority voice</small></p>	<p>Be:</p> <p>open to feedback; curious; courageous enough to say sorry; there when others need you</p>	<p>Speak up <small>but don’t speak over minority voices</small></p> <p>Listen <small>but don’t be put off if it feels uncomfortable</small></p> <p>Learn and grow <small>with those around you</small></p>
<p>Report discrimination</p> <p><small>when you see it or hear it</small></p>	<p>Celebrate <small>difference</small></p> <p>Understand <small>privilege</small></p> <p>Recognise <small>biases</small></p> <p>Dismantle <small>barriers</small></p>	<p>Declare yourself as</p> <p>Anti -racist -homophobic -sexist</p> <p>and practice what you preach</p>