

# Stages of Allyship



- **Active Oppression**

- Exercise the power/privilege we hold to enact discrimination against a person or group



- **Indifference**

- Passively acts toward those who demean, "other" and ignore issues of identity in social/work settings



- **Oppression Through Lack of Action**

- Recognizing the ism and discrimination in others speech and action but refuse to do anything about it
- Avoiding participating in activities or programs because people might associate you with marginalized group or identity



- **Confronting Oppression**

- Politely confronting discriminatory and oppressive jokes, but not pushing it.
- Deciding to participate in activities regardless of what people think



- **Growing as an Ally (Accomplice)**

- Work to safeguard the rights of others
- Educate yourself about other identities



- **Challenging Oppression**

- Educating friends and acquaintances about marginalized identities
- Confronting not just obviously discriminatory comment



- **Joining an Ally Support Network**

- Joining groups of other allies
- Encouraging/rewarding employees or students who are inclusive and respectful of differences among people



- **Challenging the System**

- Working to change institutional practices
- Refusing to support/buy products from corporation that do not have inclusive policies

