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