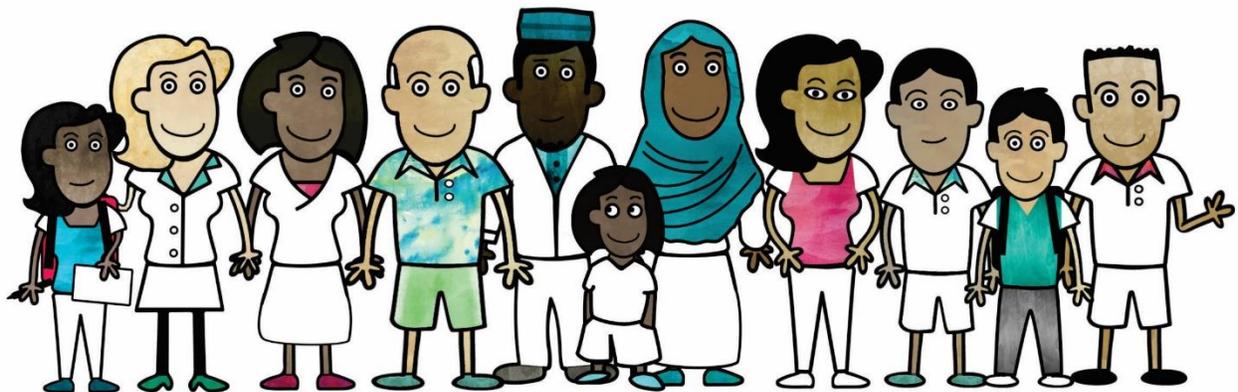


**Do you want to be an ally?  
Let's learn how!**



## What is an Ally?

Allies are individuals that actively try to stop racism in solidarity with people of colour, despite not experiencing discrimination themselves. As a community, it is everyone's duty to dismantle racism. One way is for allies to educate themselves about racism, so they are in a better position to challenge it. This involves:

- Listening to the experiences of people of color.
- Learning about the history of racism in their country.
- Learning how current behaviors, practices, laws, and institutions impact people of color.

Identifying discrimination, prejudice, and other forms of oppression while it is happening and confronting the perpetrator is another way allies can reduce the impact of racism on individuals. In situations where it is unsafe to challenge or confront the aggressor, you can still be an ally by reaching out to the victim to offer your support and connect them to resources.

## Key Messages

Although allies might not experience racism themselves, they can contribute to creating safe spaces for people to talk about racism without judging or questioning their experiences. This can allow people of color to express how they feel and ask for what they need, without being afraid. You can also contribute to protecting the safety of racialized communities by using trigger warnings (a statement included in the beginning of graphic, violent, or disturbing content) and thinking twice about resharing videos of violence against people of color. Although sharing these images or videos can seem useful for raising awareness, a lack of trigger warnings can actually retraumatize the individuals watching and may put them in danger. Finally, remember that you can always be an ally by using the tips below:

### #1: Reflect:

- Question stereotypes & negative assumptions.
- Be aware of your own prejudices.
- Think about the ways you benefit from being a member of a privileged group.

### #2: Learn:

- Listen to and respect the perspectives of those who say discrimination is occurring.
- Ask people how they want to be identified or described.
- Be open to feedback - learn from your mistakes and try again.

### #3: Practice:

- Speak out against discrimination.
- Discourage the use of offensive words to describe people.
- Challenge practices & policies that may create barriers to accessing care.

## Resources

- [Living Hyphen: Indigenous Allyship Resources](#)
- [Canadian College of Health Leaders: Allyship Toolkits](#)
- [Social Planning Council: Allyship](#)

## Activity 1: How to be an Ally?

### Goal

- To discover strategies to support individuals experiencing racism and discrimination.
- To be able to recognize incidents of racism and discrimination.
- To help participants know how to respond to racism by being an ally and using anti-racism strategies.

### Messages

- Racism occurs in many areas of our community, such as schools, public transportation, recreational parks, and neighbourhood.
- Racism affects its victims in many ways. It may lead to trauma, anxiety, depression, lower self-esteem, and identity issues.
- Anyone can learn to be an ally by using these strategies, “listen, respect, ask and learn.”
- Anyone can be an ally by promoting a diversity, equality and always speaking up against racism and discrimination.

### Time

- 15-20 minutes.

### Supplies

- *HaveTHATtalk* video: ["How to be an Ally?"](#)
- Pencils, pens, and printed worksheets for participants.
- For more information, check out these resources for [marginalized communities and allies](#).

### Activity

1. Put a checkmark in the box that best supports allyship by selecting either the true or false option.
2. After selecting your answer, describe how you would be an ally if you were in these situations.

## Answer key and possible participants answers:

SCENARIO	TRUE	FALSE	YOUR TURN TO BE AN ALLY
1. Your co-worker shared with you that she's being discriminated against at work. You decided to listen to her and support her by speaking up about the issue. This is an act of being an ally.	●		<ul style="list-style-type: none"> <li>• Practice active listening.</li> <li>• Ask her how she feels and how you can help her feel better.</li> <li>• Work with her to speak up against workplace racism and discrimination.</li> </ul>
2. Allison is at the mall and notices a white woman telling a woman of Asian descent to "go back home" because she "brought Coronavirus to Canada." Allison decides to walk away from the situation because she believes it's none of her business. Allison shows that she is an ally.		●	<ul style="list-style-type: none"> <li>• Approach the situation in a calm manner.</li> <li>• Educate the woman about racism and its impacts on people.</li> <li>• Provide emotional support to the victim.</li> <li>• Remain with the victim until she feels better.</li> </ul>
3. During self-reflection about racism, Jake became aware that he has limited knowledge about the experience of people affected by racism. He decides to do some research to understand and reflect on any	●		<ul style="list-style-type: none"> <li>• Recognize that being aware of our own prejudice is an important step in our journey as allies.</li> </ul>

<p>prejudice he may have in his life. Jake shows that he is an ally.</p>			
<p>4. Jessica is talking with her friend Rob about racism and how it affects our society. Rob says that racism doesn't exist anymore because we have anti-discrimination laws that eliminate racism. Rob is using one of the anti-racism strategies.</p>			<ul style="list-style-type: none"> <li>• Explain to Rob that recognizing the prevalence of modern day racism is the first step to being an ally.</li> <li>• Educate Rob on anti-racism strategies, teach him how to be an ally and invite him to watch the "how to be an ally" video on the OPH website.</li> <li>• Show Rob some of the recent examples of racism and discrimination in the media.</li> </ul>
<p>5. Sam says he avoids all interactions with people from other races, because not learning about them makes it easier to be an ally.</p>			<ul style="list-style-type: none"> <li>• Inform Sam that learning and interacting with people of different races will help him become a better ally because he will gain more understanding of their culture and race.</li> <li>• Encourage Sam to interact with people of other races.</li> </ul>

<p>6. Katie witnesses her English teacher telling Shawna that her dream of being a news anchor will never come true, because of her strong African accent. Katie shows she's an ally by speaking up and reporting her teacher to the principal's office.</p>			<ul style="list-style-type: none"> <li>• Listen to and validate Shawna's feelings.</li> <li>• Offer to help Shawna with what she needs.</li> <li>• Encourage Shawna to pursue her dream of being a news anchor</li> <li>• Ensure actions were taken against the teacher.</li> <li>• Advocate for the school to have anti-racism policies.</li> </ul>
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## Worksheet: How to be an Ally

SCENARIO	TRUE	FALSE	YOUR TURN TO BE AN ALLY
<p>1. Your co-worker shared with you that she's being discriminated against at work. You decided to listen to her and support her by speaking up about the issue. This is an act of being an ally.</p>			
<p>2. Allison is at the mall and notices a white woman telling a woman of Asian descent to "go back home" because she "brought Coronavirus to Canada." Allison decides to walk away from the situation because she believes it's none of her business. Allison shows that she is an ally.</p>			
<p>3. During self-reflection about racism, Jake became aware that he has limited knowledge about the experience of people affected by racism. He decides to do some research to understand and reflect on any prejudice he may</p>			

have in his life. Jake shows that he is an ally.			
4. Jessica is talking with her friend Rob about racism and how it affects our society. Rob says that racism doesn't exist anymore because we have anti-discrimination laws that eliminate racism. Rob is using one of the anti-racism strategies.			
5. Sam says he avoids all interactions with people from other races, because not learning about them makes it easier to be an ally.			
6. Katie witnesses her English teacher telling Shawna that her dream of being a news anchor will never come true, because of her strong African accent. Katie shows she's an ally by speaking up and reporting her teacher to the principal's office.			