

7 Ways to Be an Ally for Equality

1. **USE YOUR VOICE.** Take advantage of the spaces in which you have privilege to spread the word and break down barriers that continue to enable inequalities.
2. **RECOGNIZE YOUR PRIVILEGE.** People have different amounts of privilege and opportunity based on diverse and cross-cutting factors such as race, gender, class, ethnic and religious identity, disability, age, and sexual orientation. It is easy to be unaware of your privilege and take its benefits for granted. Evaluate what advantages come from the privilege you have and consider how to transfer the benefits of your privilege to others.
3. **BE OPEN TO LEARNING.** As much as you may know about a particular subject, people with different experiences can teach you a lot. Consider whether your contribution is solicited and think about what you can learn from others by holding back and listening.
4. **GET COMFORTABLE BEING UNCOMFORTABLE.** Learning about the challenges others face can produce anxiety and discomfort. Taking the time to address these feelings is a good way to continue to learn.
5. **RECOGNIZE THAT EVERYONE'S EXPERIENCE IS DIFFERENT.** People have different experiences of exclusion, marginalization, and discrimination, and can be victims of the cross-cutting effects of discrimination based on their race, ethnic and religious identity, disability, age, class, and/or sexual orientation. Ask how you can give voice to other people's experiences if they want to be heard, instead of always speaking to your own.
6. **LISTEN UP.** Some voices are louder and more heeded than others. Seek out voices that are marginalized or muted and listen genuinely. Value the words you hear and the willingness to speak of those who shared them with you.
7. **BE AWARE OF BIASES.** Consider institutionalized inequalities such as sexism and racism and the ways they affect your worldview. Think critically about the damaging stereotypes that still exist and call attention to attitudes and practices that perpetuate frameworks of oppression.





5 Ways to Be an Ally in the Fight for Gender Equality

- 1. LEARN ABOUT GENDER INEQUALITIES.** Be proactive in educating yourself about the challenges women and gender non-conforming people face as a result of gender inequality, and take part in programs and discussions that promote equality. Accept that there is a lot to learn and unlearn and that everyone makes mistakes along the way.
- 2. VALUE DIVERSE PERSPECTIVES.** The results of any endeavor are strengthened when they represent diverse perspectives and experiences. Make an effort to be inclusive and create spaces where women from different backgrounds and gender non-conforming people can express themselves and be heard.
- 3. EXPAND YOUR VISION OF GENDER EQUALITY.** Gender equality encompasses more than just women's rights. When we talk about gender equality, we often refer to equality between women and men. When we do this, we leave people who do not identify with these categories out of the conversation. These people face inequalities related to gender norms too. Include the rights of LGBTQI people in the gender equality movement.
- 4. REMEMBER THAT GENDER EQUALITY IS NOT ONLY A WOMEN'S ISSUE.** It is not solely the responsibility of women and gender non-conforming people to fight for gender equality. Male, heterosexual, and cisgender allies are crucial to promoting gender equality in gender-biased systems.
- 5. TAKE ACTION.** Think about what behaviors you can adopt that could help promote gender equality. How can you challenge attitudes and behaviors that reinforce inequalities? In what ways can you cooperate with, support, or advocate for women and other groups that face gender inequality?

5 Ways to Be an Ally in the Context of Reconciliation

Excerpts from the Indigenous Ally Toolkit by Equitas' partner, the Montreal Urban Aboriginal Community Strategy Network.

- 1. EDUCATE YOURSELF.** Educating yourself is an ongoing process. Change will not be easy and you will never truly be an expert on Indigenous challenges and realities, but you can work in allyship.
- 2. LISTEN TO THE EXPERTS.** Recognize that Indigenous Peoples have ownership, control, access, and possession of their information, knowledge, experiences, and stories.
- 3. BUILD RELATIONSHIPS.** Establish a direct line of communication – this could be through a friend who is directly involved or impacted by the struggles faced by Indigenous communities or through a volunteer position at a community organization – and build relationships based on mutual consent and trust.
- 4. ACKNOWLEDGE THAT YOU ARE A GUEST ON THIS LAND.** Recognize that multiple nations exist within Turtle Island¹ and respect their cultural protocols and traditions.
- 5. RISK YOUR VOICE TO ELEVATE OTHERS.** This could entail calling others out and holding them accountable when they display oppressive behaviours.

¹ This is the name given to North America by some Indigenous Peoples, such as the Iroquois, Anishinaabeg, and other Northeastern nations. The term originates from their various creation stories.