

# What it Means to BE AN ALLY:

The term ally has been heard more and more over the years, but what does it really mean? In today's climate, the term ally is used to describe someone who places themselves in a position of advocacy. Someone who actively works to end the cycle of discrimination and hate against underrepresented populations.

To be a true ally you must be willing to do more than speak to, and raise awareness of discrimination, and racism. A true ally is someone willing to be anti-racist and take action to stop injustices in the moment and take steps to prevent them from happening in the future. Creating an environment within your department of allyship and inclusion has been shown to increase productivity, employee morale, and most importantly chips away and the years of injustice and

isolation of marginalized groups of people like Black and African Americans. Not being an ally and taking away opportunities from marginalized people is not only a huge injustice to those people, but also to our organization and community as a whole.

Here within Providence, we acknowledge February as Black History Month and as part of an effort to, "Know for, care for, and ease the way," of our greater community, we must humbly acknowledge that allyship must be a fundamental piece of our communities' conversations. To aid in these efforts, see the DEI Newsletter full of resources, events, and activities to help propel and nurture a culture of allyship within your department.

## Events this Month:

### 1-28 LUNAR NEW YEAR

LEARN MORE:

To honor Lunar New Year and our many caregivers who celebrate it, join us on February 1-28 by wearing the color red celebrating with your team.



### 1 LUNAR NEW YEAR FOOD CELEBRATION

LEARN MORE:

To honor Lunar New Year and our many caregivers who celebrate it, join us on February 1 at the Colby Campus Cafeteria where we will be offering a celebratory meal that represents the culture and tradition. Please hover over the QR code for more details and a menu.



### 11 WORLD DAY OF THE SICK

LEARN MORE:

At the Colby campus on Feb. 11, the chaplains will offer an overhead prayer to mark the World Day of the Sick at 10 a.m. and 7:15 p.m. There will also be prayer leaflets in the chapel, which is a blessing for the sick.



### 21-22 BLACK & AFRICAN AMERICAN HISTORY MONTH FOOD CELEBRATION

LEARN MORE:

To honor Black and African American History month and our Black and African American caregivers, join us on Feb. 21 and 22 at the Colby Campus Cafeteria where we will offer a traditional celebratory meal.



[Download the Annual Calendar](#)

DIVERSITY, EQUITY AND INCLUSION CALENDAR

# FEBRUARY 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 Lunar New Year	2	3	4 Rosa Parks Day	5
6	7	8	9	10	11 World Day of the Sick	12
13	14	15 Susan B. Anthony Day and Nirvana Day	16	17	18	19
20	21 Inter. Mother Language Day	22 Black & African American History Month Food Celebration	23	24	25	26
27	28					

## RECOMMENDED READS:

[The Definition of Institutional Racism \(thoughtco.com\)](#)

[Racism and discrimination in health care: Providers and patients - Harvard Health](#)

[10 Signs Of Institutionalized Racism And The Rhetoric Of 'Greatness' | HuffPost Communities](#)

[The Guide to Allyship](#)

[How to Be an Ally | Learning for Justice](#)

[Between the World and Me: Coates, Ta-Nehisi: 8601423687360: Amazon.com: Books"](#)