

# Black and AA Allyship

Let's Rise Together!



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 those efforts, we have suggested the following tips that can be implemented to produce and nurture a team of allies within your department.

# ANATOMY OF AN ALLY



A MOUTH TO  
SPEAK OUT  
AGAINST  
INJUSTICE



A NOSE TO  
SNIFF OUT  
IMPLICIT BIAS



EYES TO  
IDENTIFY  
PRIVILEGE



EARS TO  
LISTEN TO  
THE POC  
EXPERIENCE



A HEART TO  
CULTIVATE  
EMPATHY FOR  
THE OPPRESSED



HANDS TO  
TAKE ACTION  
AND MAKE  
A CHANGE

@ohhappydani

AMERICASBESTPICS.COM

Educational Links: While you explore the resources below, we implore you to ask yourself the following questions and reflect.

1. I understand that I will never be able to understand completely the experiences of others but...
  - a. How can I take the initiative to really teach myself more about the Black and African American experience? What are some areas I need to really educate myself on?
  - b. How can I authentically stand with the Black and African American community the way they need me to?
2. How can I help become more aware of my own privileges and biases so that I can use my privilege to empower others?
  - a. How aware are you of your own implicit bias?
    - i. For further information and training on this, please check out our Implicit Bias Training for All Caregivers, located [HERE](#)

3. How can I stand up when I see/hear/or witness something that seems unjust?
  - i. For further information and training on this, please check out our Active Bystander Training, located [HERE](#)
4. Have you thought about allyship and diversity when it comes to the way you lead your team?
5. What do you feel you do well when it comes to allyship in the workplace?
6. Where do you feel you could improve?
7. What do you need from the DEI team to help meet your goals?

Links:

[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](#)

Videos:

[https://www.ted.com/talks/dwinita\\_mosby\\_tyler\\_want\\_a\\_more\\_just\\_world\\_be\\_an\\_unlikely\\_ally](https://www.ted.com/talks/dwinita_mosby_tyler_want_a_more_just_world_be_an_unlikely_ally)

[https://www.ted.com/talks/alicia\\_garza\\_patrisse\\_cullors\\_and\\_opal\\_tometi\\_an\\_interview\\_with\\_the\\_founders\\_of\\_black\\_lives\\_matter](https://www.ted.com/talks/alicia_garza_patrisse_cullors_and_opal_tometi_an_interview_with_the_founders_of_black_lives_matter)

<https://ideas.ted.com/how-to-be-an-ally-in-the-workplace-13-ways-to-do-it/>

[The 1619 Project details the legacy of slavery in America](#)



**IF YOU ARE  
NEUTRAL  
IN SITUATIONS  
OF INJUSTICE,  
YOU HAVE CHOSEN  
THE SIDE OF THE  
OPPRESSOR.  
— DESMOND TUTU**

image by @stuffgracemade