



ALLYSHIP

*Ally: Someone who is not a member of an underrepresented group but **takes action** to support that group.*

Additional resources can be found [here](#).



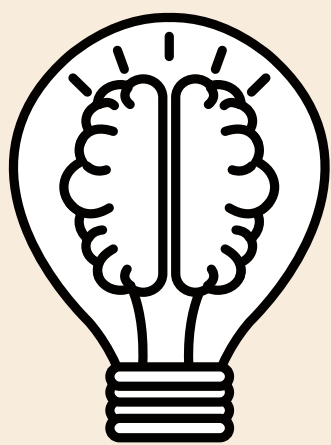
EDUCATE YOURSELF

- Learn about the history of oppression and racial injustice through various resources online.
- Don't expect anyone else, especially POC, to do it for you.



CONVERSATIONS

- Prepare to enter conversations on issues of racism and bias.
- Embrace being comfortable with your discomfort.
- Ask for input from DIB administrators for DIB related activities



REFLECT

- Address your internal biases.
- Identify your own privilege and use it to help others.
- Engage in constant reflection and conversations.



GIVE CREDIT

- Give credit and recognition where it is due
- Acknowledge the contributions of minority groups to society.



SUPPORT

- Listen without interjecting and absorb the advice of experts on diversity (marginalized voices).
- Support marginalized voices and ensure everyone is heard.



TAKE ACTION

- Commit in paper AND in behavior to make a difference by signing petitions, donating, etc.
- Step in when you hear or observe microaggressions, bias, or racism.