

September 3, 2020

SOCIAL JUSTICE SPEAKER'S SERIES

Key Takeaways

Comcast NBCUniversal & Utah Division of Multicultural Affairs Present a Social Justice Series.

Learn How to Be an Ally and Antiracist
with - Austin Channing Brown

"New York Times" Best Selling Author

I'm Still Here: Black Dignity in a World Made for Whiteness.

Take Action Beyond the #Hashtag

Five Guidelines to Help you Be an Active Ally

1) Allies are not nice – they are courageous (8:20)

- A nice person will try to privately offer encouragement this doesn't actually change the structure that's problematic
- **Courageous Allies** do more than 'nod and smile' or offer private condolences
- **True Allies** intentionally notice when bias and micro-aggressions occur and are willing to say something – out loud, in the moment, and in front of other people

2) I'm not the work – racial justice is the work (11:15)

- Allyship is not just about making 'new friends' with Black people – friendship is not the same thing as allyship
- **Courageous Allies** make it their job to be able to see systemic and structural injustices that are happening
- **True Allies** intentionally pinpoint injustices and disrupt racism as it is happening around them

3) Allies are looking to support, fund, and join your efforts (14:40)

- Allyship is not just showing up when it is convenient for you
- **Courageous Allies** partner with marginalized people to collaborate on anti-racism work
- **True Allies** intentionally seek opportunities to have tough conversations about how to pursue social justice work

4) Allies are teachable and committed (16:31)

- Allies are not afraid to mess-up; you probably already said something offensive or harmful
- **Courageous Allies** raise their hands to say, "I've probably messed up in the past, but I am here to learn and support."
- **True Allies** are teachable and respond with, "thank you" when they are corrected – they want to get it right
- **True Allies** are committed – they don't stop when they're tired or when the topic stops trending

5) You get to set the boundaries of the relationship together (19:45)

- Don't get trapped into wanting to label people an Ally vs. non-ally