

# 100

## ways to be an ally

*(and/or lay the foundation for allyship)*

Nikki Stevens  
@drnikki

An ally is

"someone who advocates for and supports members of a community other than their own; reaching across differences to achieve mutual goals."

***#*YTPPL**

"Each and every one of us has the capacity  
to be an oppressor"

- *Laverne Cox*

# when i mess up

tell me. we can learn, i'll update my notes and we'll all be better.

**GOOD NEWS  
BEAR**

**BEARS GOOD  
NEWS**

**I'M SORRY TO  
BE**



**THE BEARER OF BAD NEWS**

POSTED AT

[memegenerator.net](http://memegenerator.net)





Good news, everyone!



**BAD NEWS**



**SO I MADE IT A MEME**

I have good news.



VIA FUNNYMEME.COM

It turns out that you're the  
good boy, yes you are.



**BAD NEWS**





**GOOD NEWS**



1

Acknowledge your own  
privileges.

# 2

Understand your own privileges.



3

Work intersectionally



When feminism does not explicitly oppose racism, and when antiracism does not incorporate opposition to patriarchy, race and gender politics often end up being antagonistic to each other and both interests lose.

— Kimberle Williams Crenshaw —

AZ QUOTES

# 4

Acknowledge “systemic racism”

# 5

Acknowledge “systemic sexism”

# 6

Acknowledge “systemic ableism”

7

Understand “systemic racism”



8

Understand “systemic sexism”

9

Understand “systemic classism”

# 10

Understand “systemic ableism”

# 11

Get a grip on white fragility.

**WHY ARE YOU**

**SAYING THAT**

# 12

Look at the intersections of  
oppression.



# 13

Read *The New Jim Crow*.

# 14

Watch *13th*.

# 15

Think about the school to prison  
pipeline.

# 16

Develop a new litmus test.

# 17

Put your bodies on the line.

# 18

Stop telling white “innocence”  
narratives.

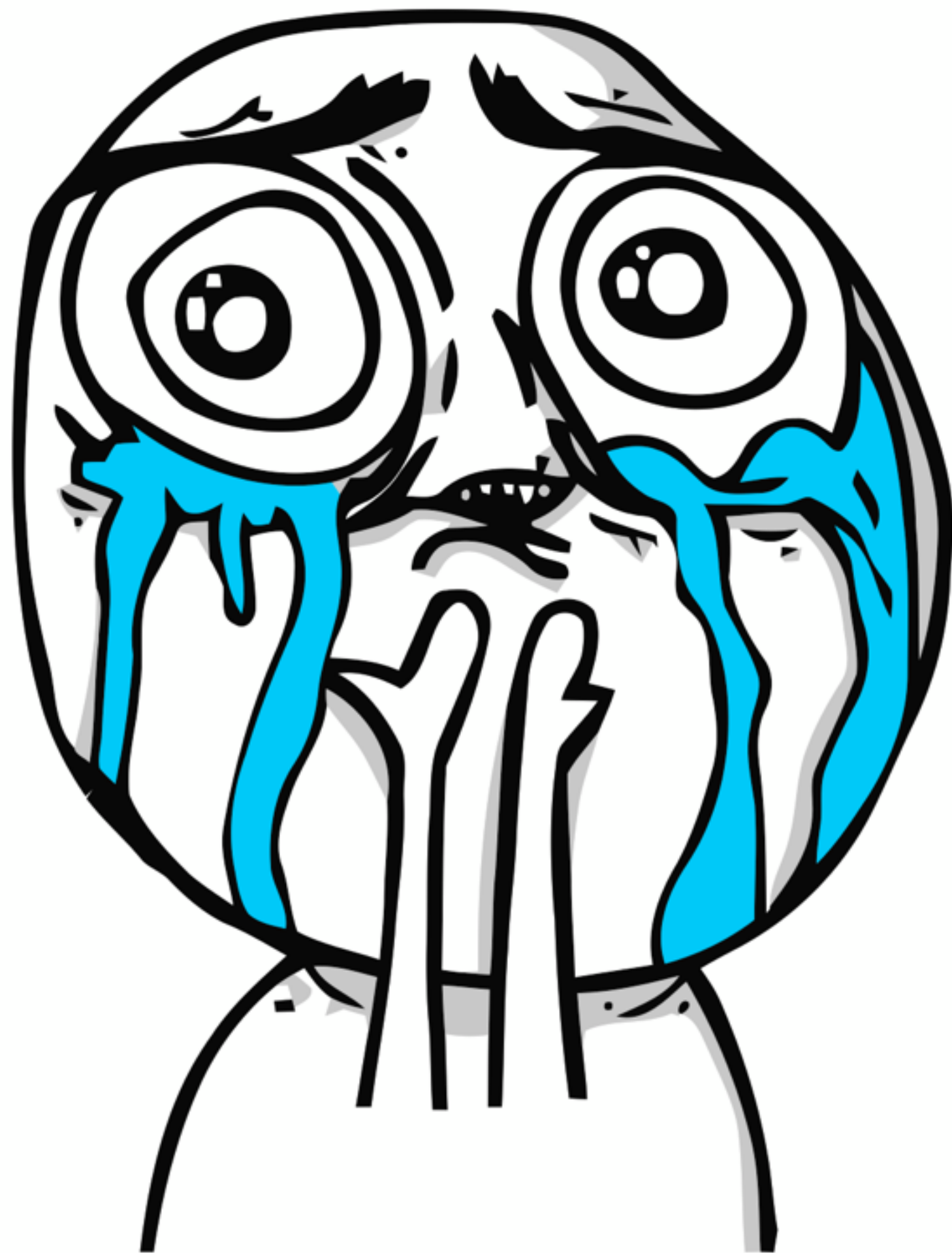


# 19

Read *An Indigenous Peoples'  
History of the United States*

“The history of the United States is a history of settler colonialism—the founding of a state based on the ideology of white supremacy, the widespread practice of African slavery, and a policy of genocide and land theft.”

— Roxanne Dunbar-Ortiz, *An Indigenous Peoples' History of the United States*



# 20

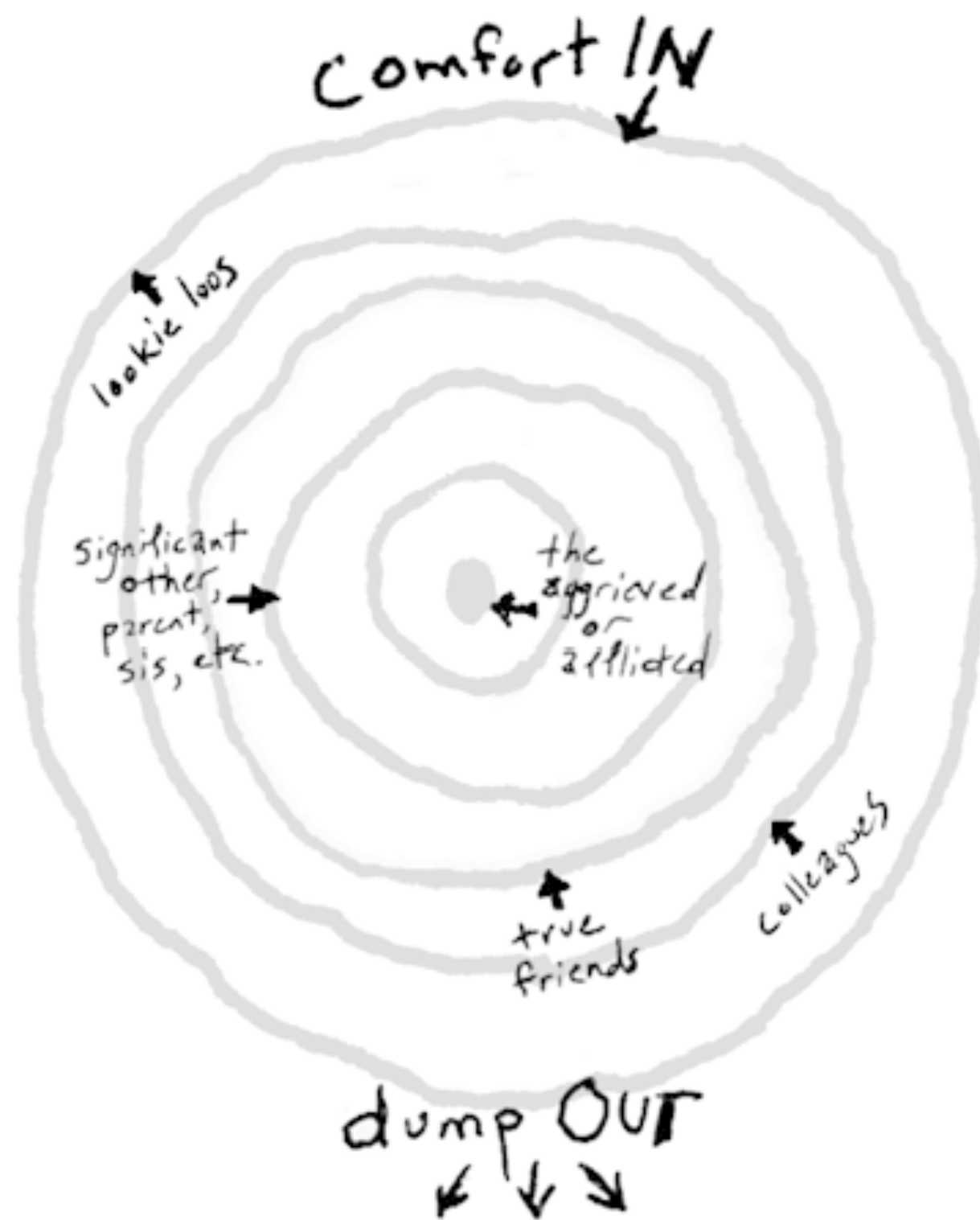
Follow people of color on twitter.

# 21

Cite scholars who are POC/  
LGBTQIA

# 22

Talk to your inner circle.



# 23

Say hi to new people.



# 24

Think honestly about the kind of  
person you are.

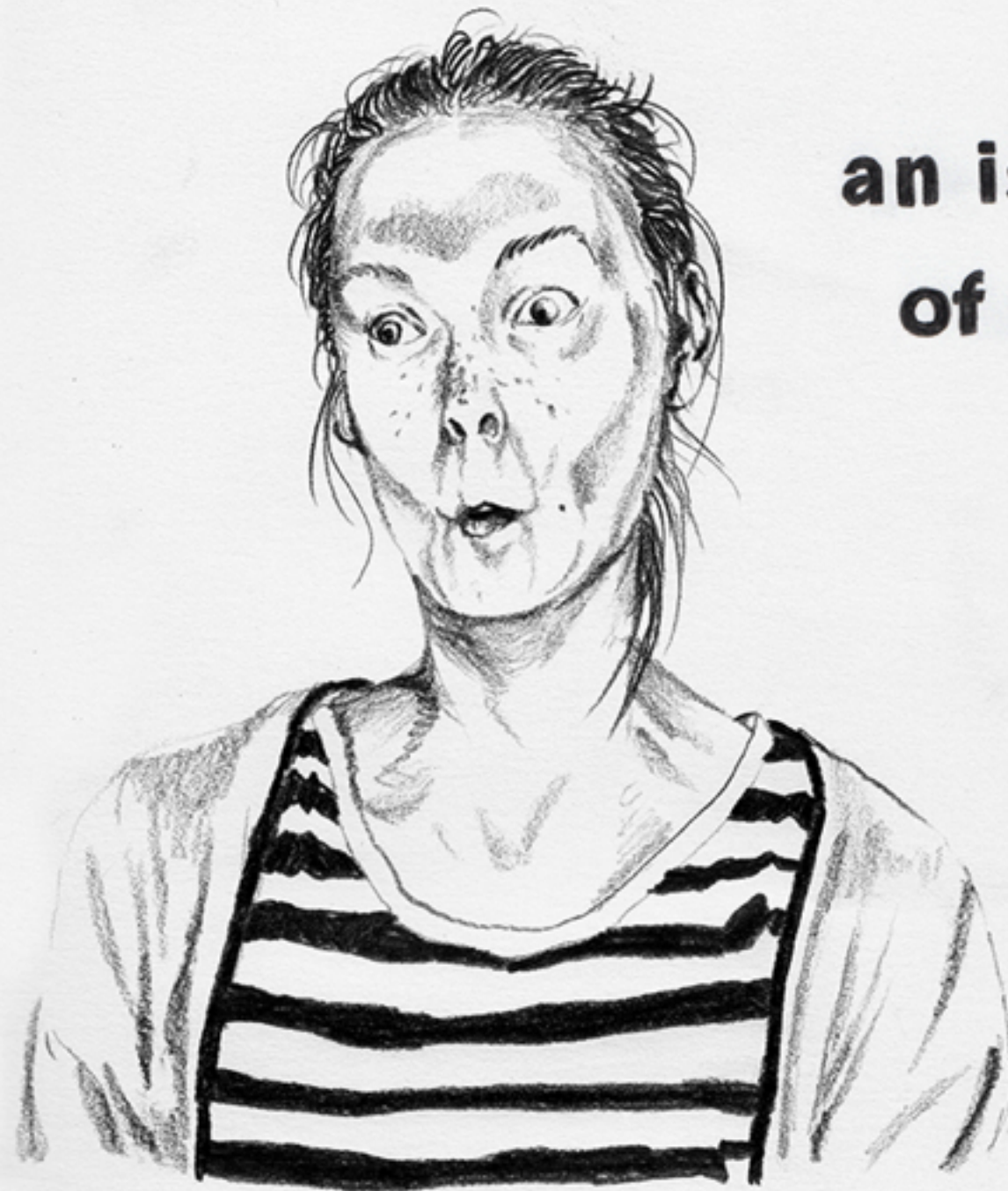
# 25

Stop objectifying people.

# 26

Call out your peers.

**You're  
the racist  
for making  
this  
an issue  
of race.**



# 27

Mentor someone (and teach them  
how to mentor others)

# 28

Look at the storyteller.



DAVID  
OYELOWO A. POLARUNKU  
PIKE  
**UNITED  
KINGDOM**

IN CINEMAS

THE TRUE STORY  
OF A LOVE THAT  
SHOOK AN EMPIRE

★★★★★ ★★★★★  
THE GUARDIAN DAILY EXPRESS

"UNMISSABLE... ONE  
OF THE BEST FILMS  
OF THE YEAR"

KAT BARNES, DAILY MAIL

★★★★★  
THE TIMES









# 29

Read books written by people not  
like you.

# 30

Watch movies written/directed by  
people not like you.

# 31

Consume comedy by people not  
like you.

# 32

Look critically at the comedy  
made by people like you.

# 33

Examine your own oppression.  
(and get angry about it)  
(and put it into context)

# 34

Break away from the savior  
complex.

# 35

Say: “my words and actions  
make a difference.”

# 36

Learn how to apologize.  
(and then move on)



# 37

Remember that allyship is a verb.

38

Do not police oppression.

# 39

Do not disqualify experience.

# 40

You don't have to understand to  
respect.

# 41

No fat-shaming.

# 42

No slut-shaming.

# 43

No kink-shaming.



44

No hobby-shaming.

# 45

Say something.

# 46

Amplify others' voices.

# 47

*See* gender, race, ability, sexual orientation.

# 48

Take responsibility for your own  
education.

# 49

Do not tokenize.

# 50

Don't use the accessible  
bathroom.

# 51

Don't ask.



52

Ask.

# 53

Respect the words people want.



# 54

Stop man-splaining.

55

Stop white-splaining.

# 56

Stop able-splaining.

# 57

Refer to people cautiously.

# 58

“Knowledge multi-level  
marketing”

- *Tim Plunkett*



# 59

Donate money.

# 60

Donate time.

# 61

Donate services.

# 62

Do not out anyone. Ever.

# 63

Support gender-neutral  
restrooms.

# 64

Don't offer "tips" or  
"compliments."

65

Stop cultural appropriation.





# 66

Learn about microaggressions.

# 67

Listen and follow the model of others.

# 68

No inspiration porn.

# 69

Assume nothing about a person's  
life.

# 70

Educate your clients about  
access.

# 71

Make your websites  
accessible.

# 72

Make your events  
accessible.

# 73

Do not police disability.



# 74

Remember, disability isn't always visible.

# 75

Avoid ableist language.

What many label “political correctness” is in fact a minimally difficult effort at using language that shows respect and engagement with communities that are not the predominant wielders of power in the United States.

- Christopher Keelty

# 76

Don't offer advice to “solve” other  
people's “problems”

77

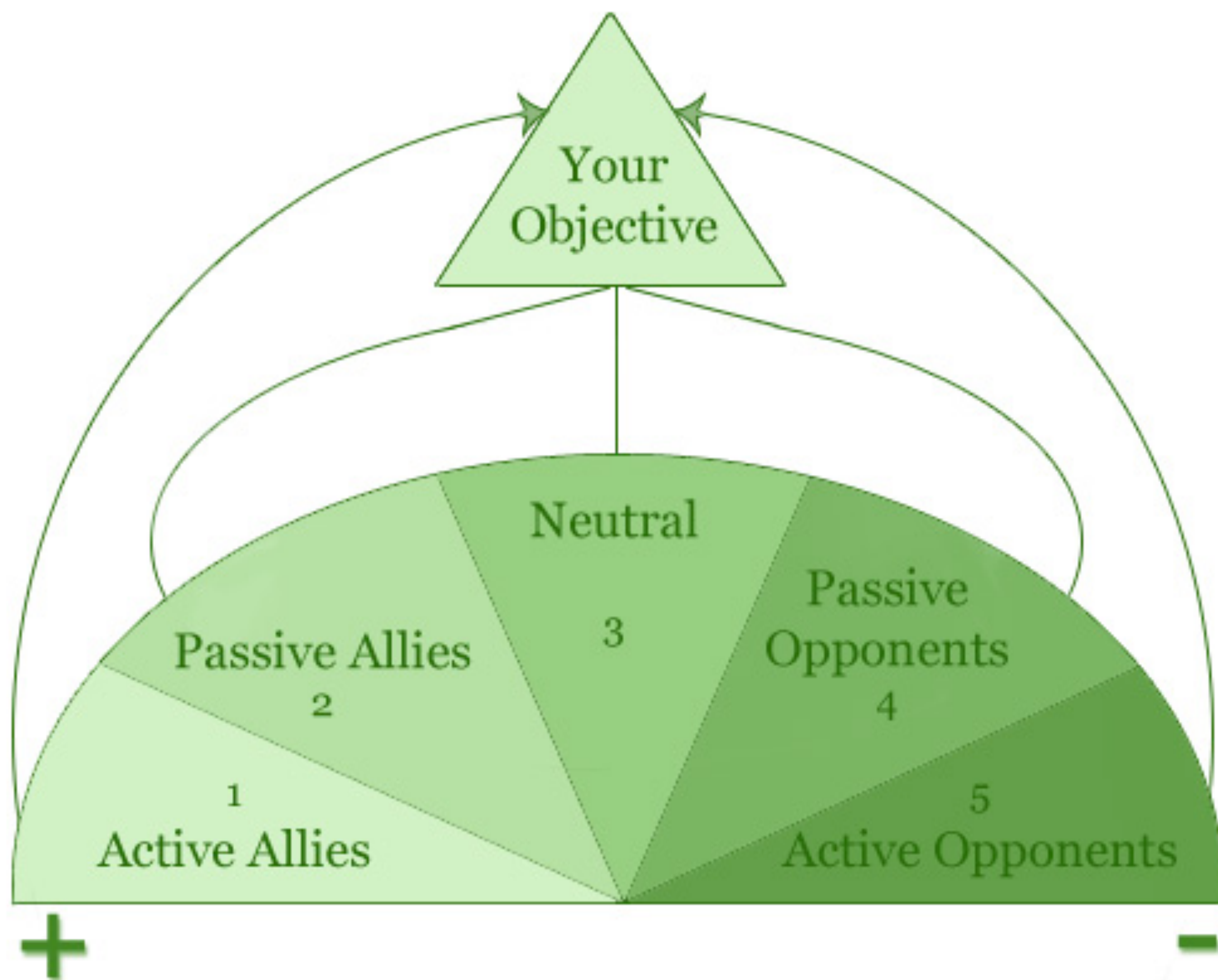
Understand cross-racial  
identification.

# 78

Look at how algorithms encode  
existing bias.

# 79

Locate yourself on the ally  
spectrum.





80

Understand your own limits

# 81

Push past them when you can.

82

Call your congresspeople.

82

Be brave

# 83

Stop saying “We are all immigrants.”

# 84

Don't get defensive

**I try  
my best  
to be  
a good  
white ally,  
ok?!**



85

Honor your own story



86

Honor others' stories

# 87

Don't speak *for* people.

88

Foster cross-domain empathy.

89

Be flexible with your worldview.

# 90

Read bell hooks and Angela Y Davis and Ibrim X Kendi and Kiesha Blain, and Gloria E. Anzaldúa and Rosemarie Garland-Thomson and Simi Linton and Judith Butler and Michel Foucault and

# 91

Remember gender isn't enough.

# 92

Use yourself as a shield.

93

Don't mock activists around you.



# 94

Help others move across the ally spectrum.

# 95

Talk about your feelings.

# 96

Examine your own \_\_\_\_\_-  
phobias.

# 97

Consider your relationship with  
capitalism.

# 98

Look at the margins.

gg

\_\_\_\_\_ can be allies too.

# 100

Join the Drupal Diversity &  
Inclusion Group.

1

go to sprints!!



# 2

give feedback on this session!

<http://bit.ly/2qbnDrB>