

21  
DAY



## DAY 18: BEING AN ALLY

The dictionary definition of *ally* is “a person or organization that cooperates with or helps another in a particular activity.” In today’s society, the term has taken on a more urgent and active meaning, however it is often misunderstood or misused to imply good intentions, often without action or with action for unproductive reasons.

For this reason, ally or allyship can be triggering terms for those who experience racism, oppression, and discrimination on a regular basis. Informed action is important for those who strive to be allies with marginalized people and communities.

According to Amélie Lamont in the guide below, being an ally doesn’t necessarily mean you fully understand what it feels like to be oppressed. It means you’re taking on the struggle as your own, and adding your voice or action *alongside* those who are oppressed. Being anti-racist is not a spectator sport, nor is it an individual activity. It requires recognizing and owning the privilege that you hold, to help carry the weight of oppression for, and in collaboration with, others.

There is a place for each of us in this work. Check out the Dos and Don’ts, and helpful tips to becoming a better ally in the resources below. Consider the reflection questions to get to work.

## LEARN

**Option 1:** Read [Guide to Allyship](#)

**Option 2:** Read [Ten Things Allies Can Do](#)

### Option 3: Watch [5 Tips to Becoming an Ally](#)

*The 21-Day Racial Equity Challenge does not support nor endorse any advertisements associated with the above content.*

## REFLECT AND TAKE ACTION

### Questions to Consider for Self-Reflection:

- How can you become an informed ally?
- What are three concrete ways that you can put this into practice in your daily life?

### Local Ways to Get Involved:

- Encourage your employer to take the [Rochester-Monroe Anti-Poverty Initiative Employer Pledge](#) to help make our community a better place to work and live.
- Find a deeper understanding about and avoid [words](#) and [phrases](#) that are harmful.

### Share What You Learned:

Use the images below to share that you learned about race and equity today, and be sure to include #ROCequity.

