



- ❖ **Recognize that we all have biases and prejudices.** Rethink phrases like "I don't see color" and "I'm colorblind." This may deny someone's racial/ethnic experiences, a person's ability to be a racial/cultural being, and send a message that this person must assimilate to be seen.
- ❖ **Do not minimize the sorrow and difficulty that results from bias and oppression.** Recognize there is a physical and emotional cost to always having to stand against oppression and when a person experiences oppression they can't 'opt-out.' Be aware of the power and privilege that you have and work to treat others fairly and with respect - especially when they have less power.
- ❖ **Make personal changes that lead to inclusion.** Notice your body language—make space for everyone. Say hello to people who seem different from you. Don't perpetuate anyone feeling invisible or like they don't belong or don't matter.
- ❖ **Don't expect trust.** If you're white, be ok with knowing that you may not be trusted because of what you look like. It takes time to build trust, you may need to sit with that discomfort when trying to be an ally.
- ❖ **Remember that we are more than what we are wearing.** For example: Some people assume that Muslim women wearing hijabs are oppressed, but in fact many Muslim women feel empowered by the hijab because concealing one's physical traits forces people to deal with what one is saying rather than one's appearance.
- ❖ **Get ready to make mistakes, because you will.** Apologize and learn from the experience. You will have another opportunity to do better. Forgive yourself and do not expect people of color to take care of your hurt feelings. Remember, people of color are dealing with micro-aggression every day.
- ❖ **See people as individuals.** Don't treat the groups you wish to ally with homogenous. If one person shares an experience with you or asks for your support in a particular way, don't assume they're speaking for the whole group.
- ❖ **Educate yourself.** Actively look for more information about racial and gender injustice. Understand the history that drives many current inequities. Don't rely on others to teach you.

And more...

- ❖ **Respect lived experience.** The experts on any form of oppression are the people most directly affected by it, and their analysis of that oppression always takes precedence over the opinions of people who don't experience it. Listen to someone's experience and do not minimize what they share by asking, "Are you sure that's what was happening?" Offer instead, "I'm sorry you had that experience."
- ❖ **Know the context.** White supremacists have murdered people of color causing terror in our country for centuries. Understand that white supremacist activity can be traumatic, upsetting, scary, and even life-threatening for people of color. Use your awareness and empathy to speak out against white supremacy and speak in support of people of color.
- ❖ **Practice the "platinum rule"** Treat others as *they* wish to be treated.

In addition to things you can do interpersonally, there are a lot of ways you can get involved to change the structures that create and perpetuate inequity:

- ❖ Get involved in local and state work to change our laws and institutions so they better reflect the needs of people of color, other non-ethnic minorities, religious minorities, and other marginalized communities.
- ❖ Get to know the people in public office who are making decisions on your behalf. Make sure they know what YOU think.
- ❖ Consider running for office, so you're the one making decisions!
- ❖ Volunteer for an organization advancing racial and gender justice work.
- ❖ **TODAY!:** Take a stand on ICE raids by contacting CAUSA (causaoregon.org)
- ❖ **TODAY!:** Tell Oregon's U.S. Senators to reject any politics that target people because of religion or race, and to reject any effort to block Syrian and Iraqi refugees from being admitted to the United States.
 - Senator Jeff Merkley | www.merkley.senate.gov
 - Senator Ron Wyden | www.wyden.senate.gov

VOLUNTEER WITH US | HACER TRABAJO VOLUNTARIO CON NOSOTROS

APANO | Apano.org | 971-340-4861

Center for Intercultural Organizing | interculturalorganizing.org | 503-287-4117

CAUSA | Causaoregon.org | 855-884-2287

Family Forward Oregon | familyforward.org | 503-928-6789

Urban League of Portland | Ulpdx.org | 503-280-2600

YWCA of Greater Portland | YwcaPDX.org | 503-294-7415

SIGN UP FOR A WORKSHOP: The YWCA's trainings for social change provide a theoretical and practical understanding of racism, sexism, and other forms of oppression. Increase your awareness of these issues in a safe environment and explore ways you can help build a more equitable world! Contact Dara Snyder at 503.294.7395 or daras@ywcapdx.org