

Adversary Path

- Accept the status quo
- Don't acknowledge your own position of power
- Deny your privilege and your role in oppression
- Believe society is colorblind and that no differences or inequalities really exist
- Ignore acts of discrimination
- Believe that we are all responsible for our position in society
- Get stuck feeling guilty for your personal and group's actions in the past
- Be defensive
- Perpetuate stereotypes
- Tell offensive jokes
- Believe that you know what a particular oppression feels like
- Assume that we are "done" dealing with diversity and discrimination in our society
- Show pity and sympathy for the targets of oppression
- Believe that working against oppression only benefits the targets of oppression
- Consciously or unconsciously help perpetuate the system of oppression
- Benefit from being seen as an individual and not having to represent your whole group without recognizing how others do not have this advantage

Ally Path

- Interrupt offensive jokes
- Learn from someone who is different from you
- Speak up for people whose voices are not present
- Educate yourself and others
- Reflect on your own experiences
- Interact with and find support from other allies
- Don't assume that you completely know someone else's experience
- Try to empathize not sympathize
- Keep an open mind
- Attend a protest or march for something you believe in
- Acknowledge the power bestowed upon you based on social group membership and utilize this power to bring about social change that benefits all people, especially those who are not as privileged

- Vote for candidates who promote social justice issues
- Help others understand their own privileges
- Don't show pity for others
- Seek to understand all the different forms of oppression
- Notice the numerous intersections between different forms of oppression
- Highlight the commonalities between different targeted groups
- Don't buy into stereotypes
- Don't expect external rewards for your work as an ally—feel good and be proud about the work you do
- Walk your talk
- Be comfortable with criticism and feedback
- Try to acknowledge your own prejudices and baggage
- Challenge the norm
- Use examples that don't exclude a particular group's experience
- Don't get stuck feeling guilty for the oppression of the past
- Take ownership of your own conscious and/or unconscious participation in oppression
- Speak only from your own experience
- Don't expect someone else to represent an entire social group
- Support people in the manner they want to be supported
- Recognize that no one form of oppression is more significant than another—there is no hierarchy of oppressions
- Be inclusive
- Accept that none of us are experts in diversity
- Provide support and assistance to those in need when requested, don't assume neediness
- Know that the past is not your fault, but the present and future are your responsibility

Adapted from Jeff Ederer and Lori Barnes, 2000