



BLACK HISTORY MONTH

WAYS TO BE AN ALLY ALL YEAR ROUND:

1. KEEP LEARNING, READ BOOKS TO LEARN THE HISTORY AND PERSPECTIVES YOU NEVER LEARNED. (PODCASTS WORK TOO)

PODCASTS: NOIRE HISTOIR, BLACK HISTORY YEAR, BLACKBELT VOICES, IN BLACK AMERICA...

BOOKS: WHITE FRAGILITY, WHEN THEY CALL YOU A TERRORIST, UNASHAMED, SO YOU WANT TO TALK ABOUT RACE, HOW WE FIGHT FOR OUR LIVES...

2. PAY IT FORWARD.

REMEMBER THAT REPRESENTATION IS CRUCIAL. IF YOU NOTICE BLACK AMERICANS OR OTHER MARGINALIZED GROUPS ARE UNDERREPRESENTED ON YOUR TEAM, CONSIDER BEING A MENTOR OR ADVOCATE AND HELPING THOSE INDIVIDUALS FIND ACCESS TO YOUR ORGANIZATION.

3. DIVERSIFY YOUR SUPPORT.

REMEMBER THAT MANY PEOPLE HAVE MULTIPLE MARGINALIZED IDENTITIES SUCH AS BEING A WOMAN, IDENTIFYING AS PART OF THE LGBTQ COMMUNITY... AND ITS IMPORTANT TO REMEMBER THEM ALL WHEN TAKING ACTION

4. KEEP GROWING.

ITS NOT POSIBLE TO BE A PERFECT ALLY BUT YOU CAN CONTINUE GROWING

5. REMEMBER THAT BLACK AMERICANS ARE INDIVIDUALS, NOT JUST MEMBERS OF A COLLECTIVE GROUP