

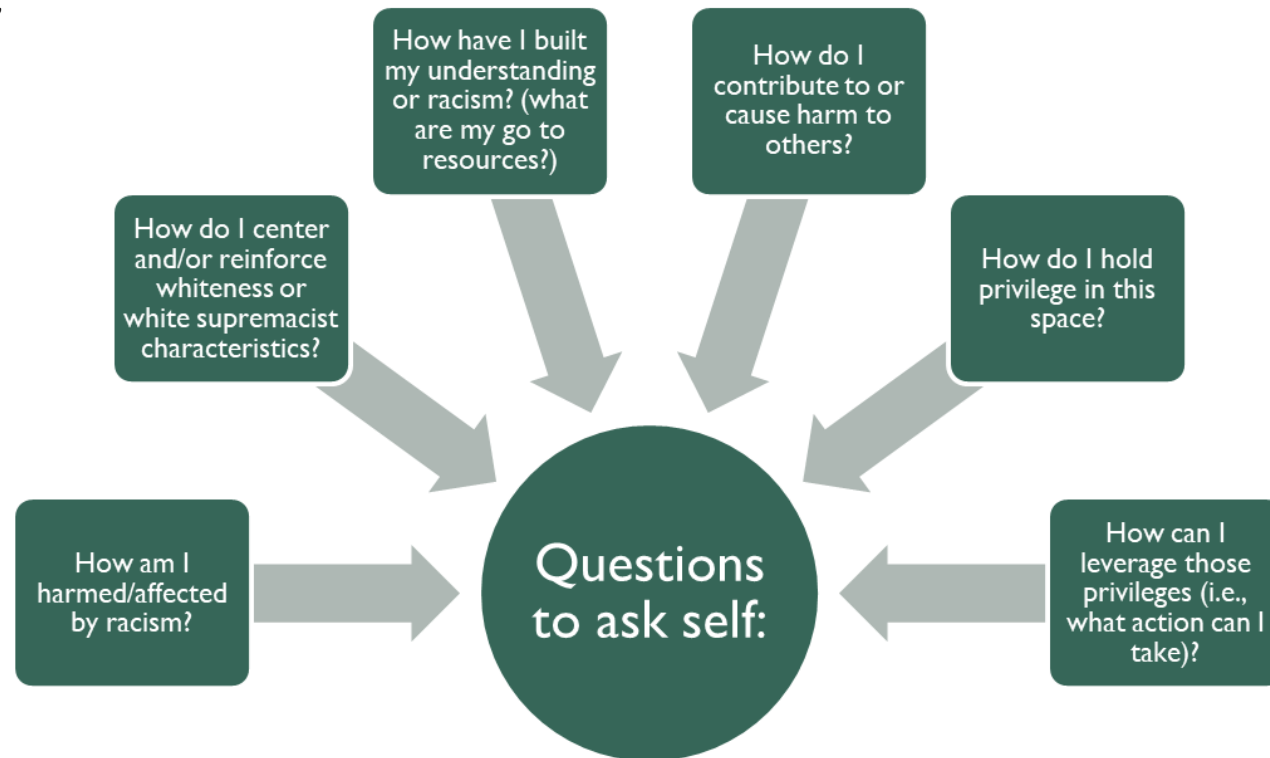
## Aid for Creating Your Own Personal Roadmap to being a Better Ally

### Introduction and Acknowledgement:

This activity was developed by staff of Seattle King County Public Health's Health Care for the Homeless Network. This activity draws on their personal experience with allyship (in all its many forms), from years of doing antiracist/racial equity work, and learning from countless folks who have helped deepen our analysis and commitment to racial equity.

We hope this helps you in constructing your own roadmap toward better allyship. Though this worksheet we originally designed to focus on white allyship, we have tried to frame questions in a manner that encourages everyone to contemplate and consider the ideas below. Whether you identify as white or a person of color, there is opportunity for you to improve your allyship of those who may identify differently from you.

### Section 1. A. "How, How How..."



### Instructions:

To better understand our own personal role in racist systems, we must take a closer look at how racism affects us personally, how we reinforce whiteness and/or white supremacist characteristics that we have been socialized into, and how we have cultivated our own opinions on racism. Start by asking yourself the

following questions. Take a moment to jot down the first 2 or 3 things that come to mind for each question... Now ask yourself: What surprises you most about your answers? Did you it take longer to answer any one question over the others? What might you be missing?

*-How am I harmed/affected by racism?*

*-How do I center and/or reinforce whiteness or white supremacy characteristics?*

*-How have I built my understanding of racism; what are my key sources of information?*

**Section 1. B. “How, What, When”**

**Instructions:** Now that you’ve spent some time unpacking your own foundation of racisms, its’ effects, and your role in potentially reinforcing white supremacist characteristics, let’s drill down a bit deeper. The table below indicates four areas of potential change. Create space to walk through each area of change and use the questions in the top row to help you unpack your current state in relation to each area (i.e. harms, privilege) and create a roadmap toward becoming a better ally by identifying opportunities for change (i.e. how to leverage privilege; specific action steps, target dates for achieving action steps). We suggest spending 7 to 15 minutes per area of change to deeply think through your responses.

Areas of Change	How do I contribute to or cause harm to others?	How do I hold privilege in this space?	How can I leverage those privileges?	What are my specific steps toward change?	When? (set realistic dates for completing action steps)
<p><b>Interpersonal Change</b> may look like:</p> <ul style="list-style-type: none"> <li>-Relinquishing privilege power/privilege</li> <li>-Engaging in Self-reflection; self-study</li> <li>-Talking to peers</li> <li>-Leaning into and learning how to do repair work</li> </ul>					

Areas of Change	How do I contribute to or cause harm to others?	How do I hold privilege in this space?	How can I leverage those privileges?	What are my specific steps toward change?	When? (set realistic dates for completing action steps)
<p><b>Programmatic Change</b> may look like:</p> <ul style="list-style-type: none"> <li>-Rethinking metrics or indicators for change (how can they become more meaningful?)</li> <li>-Shifts in procedures, practices, and daily operations</li> <li>-Collaboration and Coalition Building</li> </ul>					
<p><b>Systemic Change</b> may look like:</p> <ul style="list-style-type: none"> <li>-Refining and revising hiring, recruitment, and retention practices to reduce inherent barriers</li> <li>-Investing in efforts that support culture change</li> <li>- Revising policies that reflect and reinforce racist and white supremacy characteristics</li> </ul>					

Areas of Change	How do I contribute to or cause harm to others?	How do I hold privilege in this space?	How can I leverage those privileges?	What are my specific steps toward change?	When? (set realistic dates for completing action steps)
<p><b>Advocacy Change</b> may look like:</p> <ul style="list-style-type: none"> <li>-Participation in advocacy-based workgroups</li> <li>-Using your voice and/or taking risks to support or uplift others</li> <li>-Intentionally naming inequities</li> <li>-Finding ways to creatively support change (e.g. photovoice)</li> </ul>					

## Section 2. Building relationships

Effective allyship hinges on building relationships. Take a moment to ask yourself the following questions. (Please note that this activity is intended for personal self-reflection to help you unpack underlying factors affecting relationship building. This activity is **not** meant to encourage tokenistic or surface level relationships with those who identify differently than you.

Please also be mindful that it is our own responsibility to educate ourselves on the barriers faced by those who identify differently from ourselves, and it can harmful and traumatic for us to ask those who identify differently to educate us on how to “do better” If you seeking additional self-guided learning related to equity and allyship, please consider the resources at the conclusion of this document).

Questions to consider regarding relationships:

- *What gets in the way of building relationships?*
- *Who do you seek out to be close to at work, and why is that?*

- *Who are the people in your identity group that are doing this work? How are the people outside of your identity group doing this work?*
- *Revisit your plans for interpersonal growth. Where do you think your relationships are most hindered and where are they most uplifted?*

## Resources

If you are seeking additional self-guided learning related to equity and allyship, please consider the following resources:

### Short Articles

- How to be a White Ally 101 by [Murjanatu – Brown Girl White America \(wordpress.com\)](#).
- [White Privilege: Unpacking the Invisible Knapsack \(umbc.edu\)](#), Peggy McIntosh

### Documentaries/Films:

- The film “13<sup>th</sup>” by Director Ava DuVernay ([Ava DuVernay](#))

### Books (and author websites that have additional resources)

- So, You Want to Talk About Race? Ijeoma Oluo [Ijeoma Oluo | Writer, Speaker, Internet Yeller](#)
- How to be an Antiracist, Ibram X. Kendi [IXK. \(ibramxkendi.com\)](#)
- Me and White Supremacy, Layla F. Saad [Me And White Supremacy \(meandwhitesupremacybook.com\)](#)

### Websites:

- [Anti-Racism | National Health Care for the Homeless Council \(nhchc.org\)](#)