

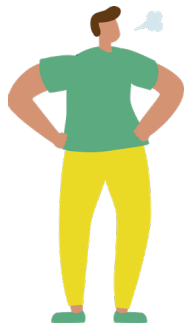
Responding with Allyship

Want to act in allyship but not sure of what to do when you see or hear hurtful or offensive behaviour? Here are some tips and some ideas on how to respond:

Tips for Responding

Figure out what the problem is.

Does the problem lie in:



Attitude

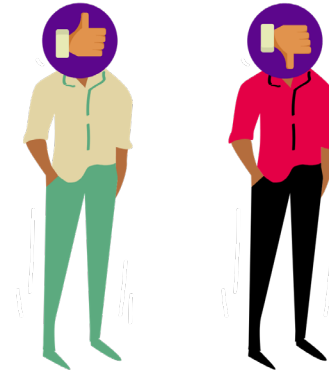


Language



Behaviour

Try not to judge a person as “good” or “bad”.



It is about the way they behave and act.

Focus on the effects.

I didn't MEAN to step on your toe.

That doesn't mean that it doesn't hurt!



It's not about what someone meant to do, it's about the effects that it had on other people.

Keep calm and cool.



Use a non-judgemental tone and facial expression.

Direct Responses

Directly responding to something harmful that you witness is a good way to use your privilege to act in allyship.

Here are some ideas you can use:

- 1 Clarify what you heard.
- 2 Ask for more information. The underlying discrimination is revealed plainly when you ask them to explain their discriminatory joke or sentiment.
- 3 Bring it back to common values and/or guidelines that your organization or social group follows.
- 4 Refer to your own journey.
- 5 Point out the hurtful behaviour.
- 6 Explain the effects.

1

I think I hear you saying that all _____ are _____.
Is that what you mean?

2

What do you mean?
How did you come to that conclusion?
Why is that funny?

3

At our business, we treat others with respect.
I think that statement is disrespectful.
In this club, we don't talk about people that way.

4

That was my first reaction too, but then I realized...
I used to think the same thing, then I started to question why I thought and felt that way.

5

It's not okay to stereotype people.
That comment is transphobic, here's why...

6

Your comment is hurtful to myself and others, it leads to discrimination and marginalization.

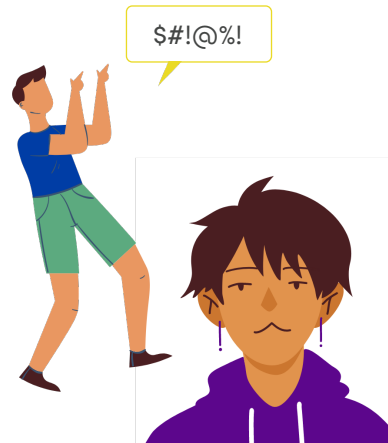
Indirect Responses

Sometimes it may not be the right situation for you to give a direct response. Here are some ideas you can use:

Use non-verbal signals to indicate that you do not comply with the discrimination.



Give a questioning glance



Refuse to react or laugh



Leave

Redirect the conversation away from discrimination.



Change the subject



Repeat what you heard without the discriminatory language



If you witness discriminatory harassment in a public setting such as public transport, pretend that you know them so that they don't appear to be alone.