

## CHARACTERISTICS OF AN ALLY

1. Has worked to develop an understanding of what oppression is and the needs of the target group.
2. Chooses to align with the target group and respond to their needs, after understanding the situation.
3. Believes that it is in her/his self-interest to be an ally.
4. Expects support from other allies.
5. Expects to make some mistakes but does not use it as an excuse for non-action.
6. Knows that in the most empowered relationships, persons in the non-target role initiate the change toward personal, institutional and societal justice and equality.
7. Promotes a sense of community with the target group and teaches others about the importance of outreach.
8. Works from a place of understanding, responsibility for one's actions, and empowerment and not from a place of guilt.
9. Works to educate other members of the non-target group.
10. Does not lose their identity in the identity of the oppressed group.
11. Assumes that target group people are experts at their own experience and that they have perspectives and information which non-target members need to hear.
12. Has patience and a good sense of humor.

Adapted from Empower Perspectives.