

Post-Election Ally Skills Workshop Cheat Sheet!

Ally Skills Basics (good for setting norms):

Be short, simple, firm.

Don't try to be funny.

Play for the audience.

Practice simple responses.

Pick your battles.

Don't be sexist, homophobic, transphobic, racist, ableist, classist, ageist, and don't make fun of people for being sexually undesirable, unattractive, etc.

Bystander intervention Basics (good for safety concerns/public interactions):

Be aware.

Assess personal safety.

Focus on the target.

Consider five options: delay, delegate, distract, document, directly intervene.

Dealing with Defensive People Basics (good for changing minds):

Invoke shared values.

Express compassion.

Make yourself vulnerable.

Share what changed your mind.

Help them have compassion.

Resources

- Julie Pagano's "So You Want to Be An Ally"
<http://juliepagano.com/blog/2014/05/10/so-you-want-to-be-an-ally/>
- GLAAD's "Tips for Allies of Transgender People"
<http://www.glaad.org/transgender/allies>
- Mia McKenzie's "The Difference Between Real Solidarity and Ally Theater"
<http://www.blackgirldangerous.org/2015/11/the-difference-between-real-solidarity-and-ally-theatre/>
- Val Aurora's "Guest Post: A Post-Election Guide to Changing Hearts and Minds"
<https://captainawkward.com/2016/11/21/guest-post-a-post-election-guide-to-changing-hearts-and-minds/>
- SPLC's "Speak Up! Responding to Everyday Bigotry"
https://www.splcenter.org/sites/default/files/d6_legacy_files/downloads/publication/splcspeak_up_handbook_0.pdf