Just as a society will not change overnight, neither will you. Here are some important do's and don'ts to consider as you learn, grow, and step into the role of an ally.

The Do's

- Do be open to listening.
- Do be aware of your implicit biases.
- Do your research to learn more about the history of the struggle you are participating in.
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems.
- Do the outer work and figure out how to change the oppressive systems.
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices.
- Do learn how to listen and accept criticism with grace, even if it's uncomfortable.
- Do the work every day to learn how to be a better ally.

The Don'ts

- Do not expect to be taught or shown. Instead, take it upon yourself to use the tools around you to learn and answer your questions.
- Do not participate in the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's).
- Do not behave as though you know best.
- Do not take credit for the labor of marginalized people and did the work before you stepped into the picture.
- Do not assume that every member of an underinvested community feels oppressed.