



HOW TO BE AN ALLY

ALLY = ACTION

Being an ally means standing with people who need your help and support. It isn't just saying "I'm not racist, homophobic etc.", it means acting when witnessing injustice.



OWN YOUR PRIVILEGE

This isn't about dismissing your own issues and hardships; we all have our struggles. Being privileged doesn't mean you are a bad or ignorant person, it just means that you may have different tools accessible to you that others may not. You can use these tools to champion people who need it. This is a good thing!

YOU DON'T HAVE TO UNDERSTAND, BUT YOU SHOULD RESPECT

The world can feel confusing at times and you may feel stressed about doing the right thing. Those feelings are completely understandable. Remind yourself that people genuinely appreciate being listened to and respected. If you can commit to that, you're on the right track.

DON'T BE AFRAID TO SAY THE WRONG THING

You will make mistakes and may accidentally offend people as you learn, but it's ok. Apologise and be patient with yourself (and others).



REMAIN CALM

As an ally, it can be upsetting to witness blatant disrespect and prejudice. To issue the best defence, avoid being condescending when trying to get your point across. Understand the difference between **speaking up** and **speaking for**.



EDUCATE YOURSELF

Avoid generalisations and stereotypes as much as possible. There is no one experience that perfectly represents neurodiversity, disability, race etc., so the more perspectives you can get, the better!

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