

## Personal Qualities of an Effective Ally

- **Knowledge of the Oppression**
  - Allies understand the oppression in its various forms and contexts which allows them to recognize and address it. Allies are aware of how oppression impacts people from both the marginalized and advantaged group, and how it intersects with other forms of oppression.
- **Self-Awareness**
  - Allies have insight into how their own socialization and experiences impact their attitudes, beliefs and behaviors. They maintain vigilance about how their privilege, sense of entitlement and internalized dominance gets enacted and includes the ability to self-reflect and assess their strengths and areas for growth.
- **Accountability**
  - Allies develop relationships with people from the marginalized group and others from their dominant group to debrief and get honest feedback. They check in with themselves and others to ensure they are acting in ways consistent with their values and in solidarity with the efforts of the marginalized group.
- **Non-Defensiveness**
  - Allies are able to hear critical feedback and use this to continue their own learning and development as an ally. They can acknowledge mistakes and view feedback as “gifts” toward their growth.
- **Humility**
  - Allies can let go of their internalized sense of superiority and value others’ wisdom and ways of doing things. They are able to work *with* people from marginalized groups in equitable and supportive ways without needing to rescue or dominate. They are willing to admit what they do not know and continue to learn.
- **Ability to Choose Appropriate Action**
  - Allies are able to analyze situation and their own competence in order to choose strategies appropriate to the situation. They recognize the power of collective action, rather than just individual efforts, for creating social change.
- **Commitment to Stay Conscious and Engaged**
  - Allies are willing to stay connected and keep doing the work even when it’s hard and uncomfortable.
- **Courage**
  - Allies are willing to take risks and act outside their comfort zones.