ALLIES GUIDE TO ADVOCACY

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YWCA IS ON A MISSION TO

ELIMINATE RACISM, EMPOWER WOMEN, AND PROMOTE PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL.
YWCA HARTFORD REGION
FOUNDED IN 1867

FOR MORE THAN 150 YEARS WE HAVE BEEN AT THE FOREFRONT OF THE MOST PRESSING SOCIAL MOVEMENTS

From voting rights to civil rights, affordable housing to pay equity; and from gender based violence prevention to health care reform and access to childcare. And particularly in this election year, civic engagement.
WHO CAN BE AN ALLY? YOU CAN BE AN ALLY?

If you identify with one or more of the following you have the power to advocate as an ally:

• Able bodied
• Cisgender
• Under 65
• Male
• White
• Middle to upper class
• Medium to high income
• Straight
• Etc.
5 TIPS FOR BEING AN ALLY
WHAT DOES BEING AN ALLY REQUIRE?

• Being an ally takes action
• Relationship to a person or causes and humanity
• Allyship can be uncomfortable but it must be confrontational
• Come alongside
• Bare with: determine where and to what extent are you willing to go
• Vulnerability requires honesty about errors or shortcomings
• Allyship requires empathy not sympathy
LAW ENFORCEMENT

- Look into the policies of your local police department:
  1. Does your city or town use body cameras?
  2. Does your city or town employ evidence-based police de-escalation training?
- Write to your city or town government representative and police chief to advocate for a fair justice system, get others to support with a petition.
- Stand against hate crimes.
- Be an active bystander, when you see something, say something.
ALLYSHIP IN ACTION

Kentucky National Organization for Women locked arms to form a barrier between Louisville Metro Police officers and Black protesters at a Breonna Taylor protest.

SOCIAL

- When you see offensive posts on social media, call out the institution who posted.
- Speak up when someone makes racist jokes or comments.
- Seek out diverse friends for you and your children.
- Think about how you view racism. If you say you don’t see color then you don’t see racial disparity. See color, it’s important for ensuring equity and real reform.
"I’ve been hearing a lot of really bad shit, frankly, and in many cases it’s like, wow, I’ve known some of these women and I’ve known women who’ve had stories like this for years and they’ve said nothing to me. What is wrong with me? What have I, how have I presented myself in such a way as to not give confidence, or why was I not the sort of person people would see as a natural ally here? So I started looking at that."

After celebrity chef John Besh was accused of sexual harassment by 25 women, Bourdain tweeted that it was “the beginning of an end of institutionalized Meathead Culture in the restaurant business.”
EDUCATION

- Encourage educators to use books that elevate the voices of people of color.
- Help ensure educators of color are hired.
- Advocate that history is taught truthfully and from an inclusive perspective.
- Write to your college/university about implementing diversity strategies to promote racial, ethnic and socioeconomic diversity on campus.
- Call for an end to racial bias in school discipline and encourage transparency.
“Prejudice is an emotional commitment to ignorance.”
—Mother Edelain
LEGISLATIVE

- When reviewing legislation, consider the impacts on communities of color.
- Write or call your state legislators and governor to support state-wide criminal justice reform.
- Write or call your state legislators to require racial impact surveys be required for all bills.
- Submit testimony and make sure that those who represent you hear your voice on the issues that matter most to you.
- Fight voter suppression.
SENATOR JULIE KUSHNER CO-INTRODUCED THE CROWN ACT
HEALTH

- Advocate for equitable care by your medical community.
- Allow Doulas to be paid through Medicaid/Insurance so services are available for all. Doulas help reduce maternal morbidity especially among women of color.
- Call on leaders to declare racism as a public health crisis.
- Support mental health response services.
PREGNANCY

Pregnancy related deaths are higher in Black women. The Black Maternal Mortality rate is currently at a 48.0 rate compared to 14.8 White Maternal Mortality.

HEALTH CARE PROVIDER

Communities of color are less likely to have a primary doctor, lack preventative care and are 2x as likely to postpone or go without care.

FOOD INSECURITY

Food insecurity is 2X higher in communities of color than their white counterparts.

BABIES

Babies born to Black mothers in Connecticut are more than 4X as likely to die before their first birthday than babies born to White mothers.

CONNECTICUT CAMPAIGN TO ADDRESS RACISM AS A PUBLIC HEALTH CRISIS

Compared to their White peers, Black children and teens are nearly 5X times more likely to go to the emergency department because of asthma, while Hispanic children and teens are 4X times as likely.

DIABETES

Black residents are nearly 4X as likely as White residents to have a diabetes related lower-extremity amputation, and more than twice as likely to die from diabetes.

EXCESS DEATH

Connecticut data indicates that from 2000 to 2004, Black residents died at 1.2X the rate of White residents. It is estimated that if that rate were equal to White residents, 376 fewer Black residents would die every year.
FINANCIAL

- Boycott businesses to bring awareness to and alter questionable behavior.
- Close the racial wealth gap by supporting businesses owned by people of color.
- Don't buy from companies that use prison labor.
- Fight for fair labor.
- Fight racial tax inequity.
Eunice Kennedy Shriver believed in justice. But, in the late 1950s and early 1960s, she saw little justice in the way people with intellectual disabilities were treated. She saw they were excluded and routinely placed in custodial institutions. They were often ignored and neglected, yet she knew they had many talents and gifts to offer.

Eunice Kennedy Shriver believed that if people with intellectual disabilities were given the same opportunities and experiences as everyone else, they could accomplish far more than anyone ever thought possible.

She put that vision into action in 1962 by inviting young people with intellectual disabilities to a summer day camp she hosted in her backyard. She called it "Camp Shriver." The goal was to explore the children's skills in a variety of sports and physical activities. The idea behind that first Camp Shriver began to grow. In July 1968, the first International Special Olympics Games were held in Chicago, Illinois, USA. What began as one woman's vision evolved into Special Olympics International—a global movement that today serves more than 6 million people with intellectual disabilities in 200 countries.
WORKPLACE

- Ensure your workplace prioritizes diversity in its hiring practices.
- Understand microaggressions in order to address them.
- Create a safe place for people to share and be their authentic self.
- Senior leaders step up, especially if you are white. Your privilege must be used to make a difference.
- Push back against structural inequities and stand side by side with your colleagues of color.
- Have the uncomfortable conversations about race.
Diversity ignites creativity, problem solving and innovation.
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IT TAKES COURAGE! SHINE A LIGHT ON INEQUALITY, SPARK DIALOGUE, GET EDUCATED, DONATE, ENGAGE, SPEAK OUT, STEP IN!

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