

ALLIES GUIDE TO ADVOCACY

IT TAKES COURAGE! SHINE A LIGHT ON INEQUALITY, SPARK DIALOGUE,
GET EDUCATED, DONATE, ENGAGE, SPEAK OUT, STEP IN!

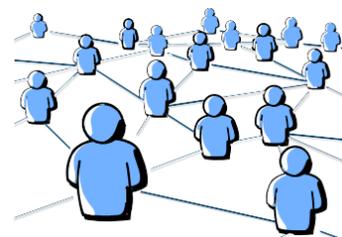
LAW ENFORCEMENT



- 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.

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.



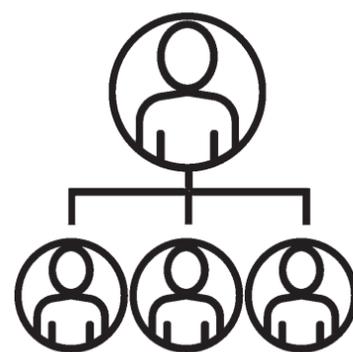
EDUCATION



- 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.

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.



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.

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.



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.

WE'RE ON A MISSION

YWCA Hartford Region is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

For more information visit: www.ywcahartford.org