



Supportive Advocate Checklist

Objectives:	This activity can help you become more aware of how you are currently acting as an advocate for marginalized groups, and how you can better support and work with diverse individuals and groups.
Time:	30 – 45 minutes
Materials:	A check list for every participant.
Instructions:	Go through the checklist and discussion questions. Allow for enough time at end for participants to debrief, ask questions and talk about the experience of doing the checklist.

Checklist:

- I intervene when I hear offensive language.
- I listen to people from marginalized groups.
- I don't want to *save* anyone.
- I strive to be non-judgemental.
- I am aware of my own advantages and disadvantages.
- I check my assumptions to unlearn biases and stereotypes.
- I try to make the places where I work, study or volunteer more inclusive.
- I am committed to continuously learning about marginalization of others and my own areas of privilege and oppression.

- I attend events and may volunteer at them, but I leave the public and visible roles to the people the event is for.
- I listen when people say that I have made a mistake and try to learn from that experience.
- I try to bring isolated or marginalized groups into the centre of an activity; sometimes that means I step aside.
- I am educated about my own history and social group.
- I challenge assumptions, myths and stereotypes.
- I am always looking for ways to make a space safer.
- I think about the language I use and how it affects others.
- I am willing to learn new language and unlearn language that may be problematic.
- I recognize my limitations in doing ally work.
- I strive to share power, especially with people from marginalized groups.
- I do not speak for people, I make space for people to speak.
- I use my position of privilege to challenge discrimination in places I work, volunteer, live and play.
- I use my position of privilege to challenge discrimination among friends and family.
- I know I am not everyone's ally and I am patient while people decide if they can trust me.



For Discussion:

1. How was this process?
2. What would you add to this list? What makes *you* feel supported?
3. Is there anything you think should be removed from the list?
4. Was there anything on this list you could do more of?



Practice:

Practice being an ally in your daily life by:

- Speaking up against injustice, oppression and discrimination in all its forms.
- Learning about the issues affecting people who are marginalized.
- Reflecting on your biases, power and privilege.¹
- Building trust and relationships with people with diverse backgrounds and lived experiences.

Credits:

This activity was adapted from Positive Space Ryerson: www.ryerson.ca/equity/positivespace

¹ Check out the “Step Into The Circle” activity in the toolkit.