



The Code of a *Black Ally*

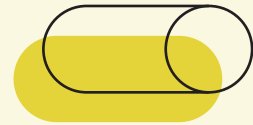
Created by Tough Convos™

Build your inclusive culture on the foundation of anti-racist principles, using allyship as your vehicle and *COBA* as your compass.

All cultures need allies to be inclusive.

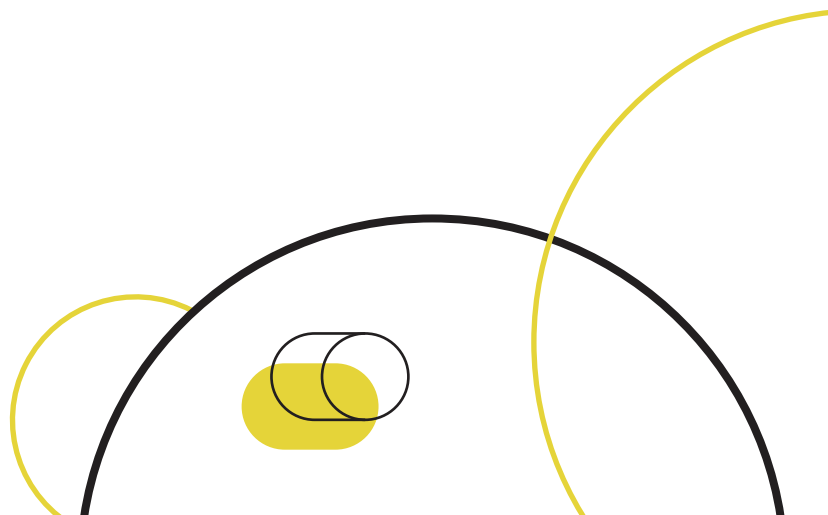
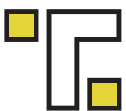


Note: This tool is for companies, schools, non profit organizations, government agencies and families.



The Code of a *Black Ally*

- 1** Promote equal rights and demand justice for all.
- 2** Denounce institutionalized racism and white supremacy.
- 3** Show up and call out systemic, overt or covert racism.
- 4** Diversify your network with a variety of Black people.
- 5** Learn about Black history, experiences and realities.
- 6** Inspect your unconscious biases and social training.
- 7** Have tough conversations with coworkers, friends and peers.
- 8** Refrain from dismissing the validity of others' values.
- 9** Appeal for curriculum reform to include Black history.
- 10** Remove barriers in business to Black advancement.
- 11** Use your privilege(s) and power for good to influence others.
- 12** Maintain your integrity despite peer judgement.
- 13** Lead by example and support leaders for change.



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Reflections:

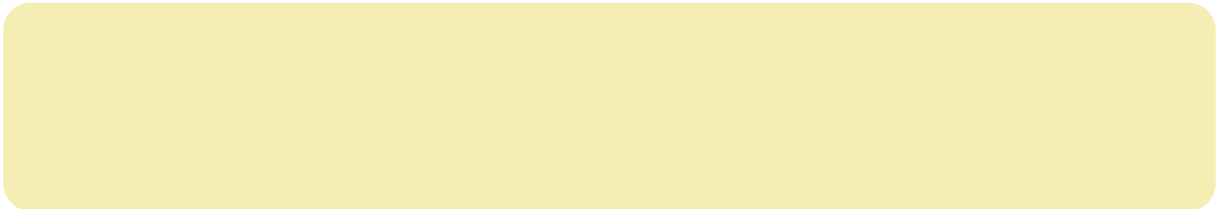
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Which human rights issue are you most impacted or touched by and how are you supporting those who are on the ground fighting to make it a reality?



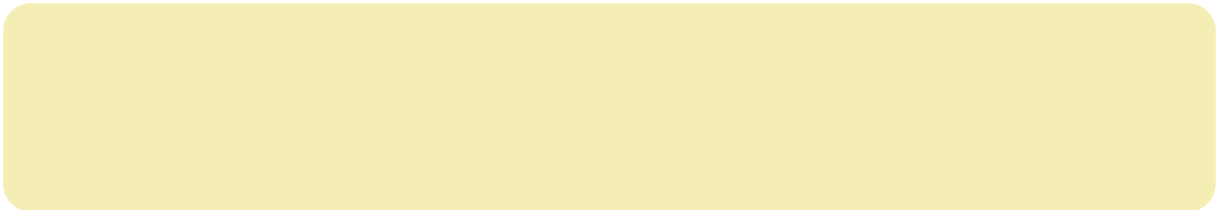
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What unjust/inequitable policies or procedures are you aware of for which you or your department can recommend revisions or implement alternative measures?



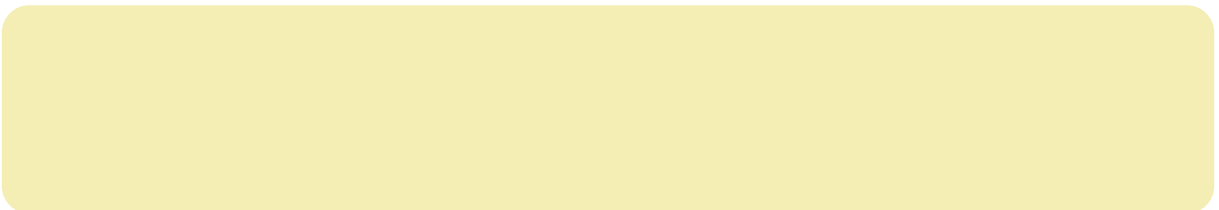
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How have you lent or can you lend your voice to bring attention to different forms of racism, discrimination or bias at work?



4

What diverse environments have you spent time in where the majority of the people do not look like you or come from where you come from? What did you learn about yourself in those uncomfortable situations?



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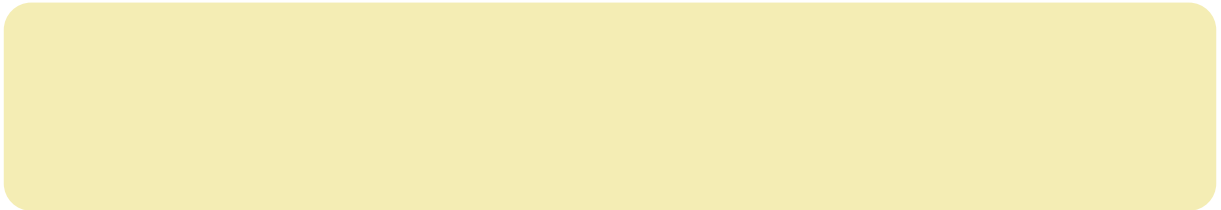
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What is one of the most profound or challenging lessons you've learned while unlearning the racist social training and education we've all had?



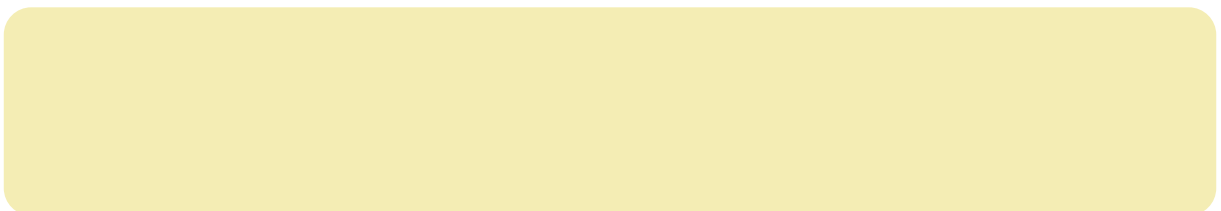
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Name a bias you've realized that you have. Once you've identified one of your biases, what measure will you take to manage it better?



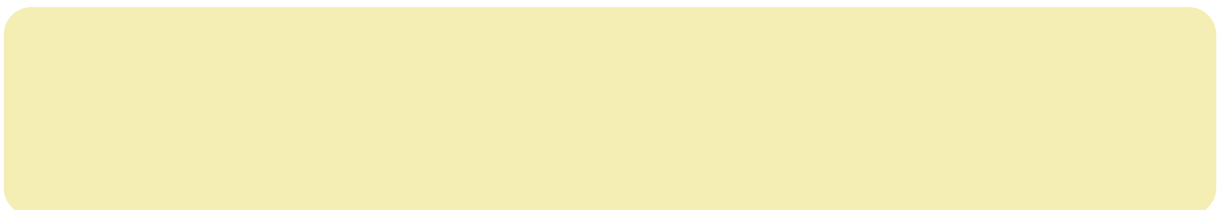
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What have you learned when asking your Black peers tough questions that has helped you become more culturally aware? How will this guide your future conversations?



8

Which values of others do you not readily agree with that conflict with your ability to be the type of ally you think you should be?

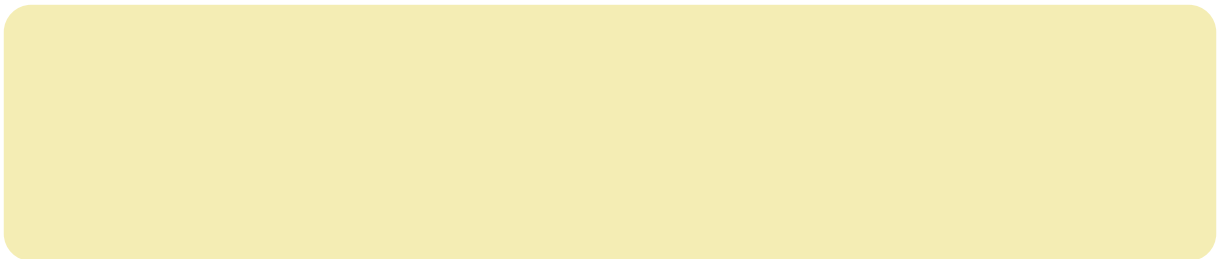


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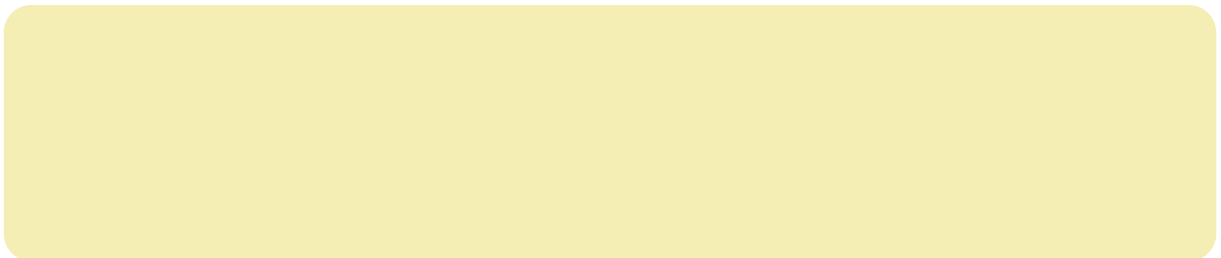
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If you're a parent, review your children's materials for diverse representation and/or Black history lessons as part of the curriculum before recommending to their administration that it be added. If you're not a parent, review your own workplace education or personal library for diverse representation of stories. Fill in the gaps.



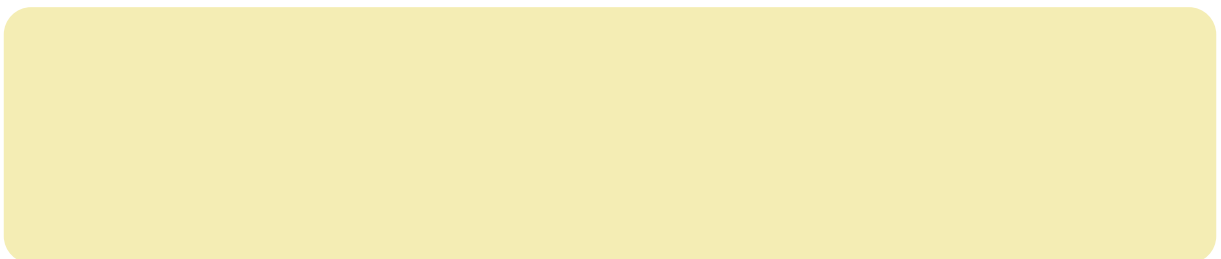
10

Find out from your Black colleague(s) in private, candid conversations about their experience with advancement or lack thereof. Determine if you can mentor, sponsor and/or use your influence to help them better navigate the company or introduce them to different opportunities that will give them a wider platform to be heard/seen.



11

Write a list of 5 privileges you have (anything that you see as valuable that has not been earned but rather given solely because of who you are). Afterwards look around and identify people who do not have those privileges and ask yourself, how will you next use your privilege for the good of all?

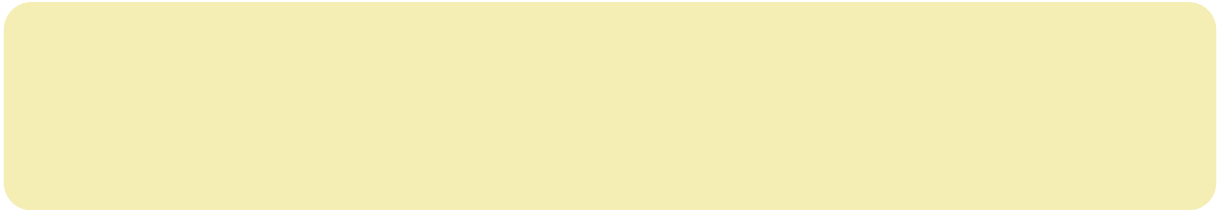


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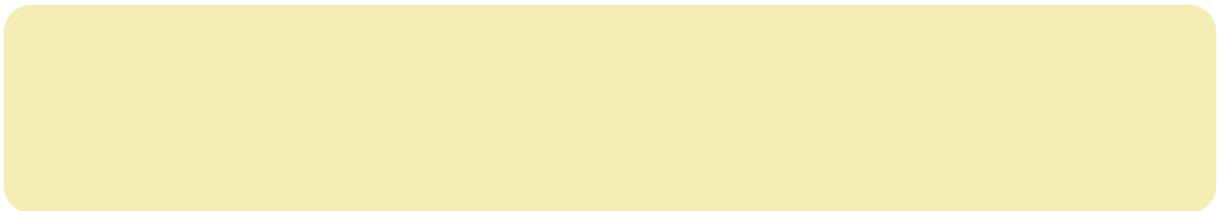
12

Write a list of 5 anti-racist values you deeply believe in. Then think of a scenario where someone you admire may try to challenge your integrity on one of those values and how you would handle it. I.e. a boss giving you an unfair/undeserved promotion.



13

Make a list of 5 leaders in your environment and determine how you could better support them in their journey towards anti-racism and allyship. What do they need to move the needle?



ALL cultures need allies to be Inclusive.

Let's talk Allyship!

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