

# Equity Challenge Day 18: Being an Ally

## Something to Consider:

*“The Circle of Human Concern should include everyone, including those with whom we disagree,” he said. “We are all a part of each other. We don’t like it, but we’re connected.”*

- [john a. powell](#)

## What is an Ally?

In a time when it feels like the world is becoming increasingly polarizing, john a. powell asks, “*How can we build bridges?*” In his keynote at the [Othering & Belonging Conference](#), he says, “*We must hear other people's suffering and stories. Compassion means to suffer with others.*”

What does it mean to be an ally? An ally seeks to understand what it feels like for another person or group to be oppressed, and despite knowing you will never fully understand how it feels, is committed to valuing and supporting people who are marginalized.

Remember, being an ally is not an identity, it is a continual process – something that you have to work at, be intentional about, and commit to day in and day out. Explore what active support looks like as an ally in Race Equity Tools’ [Guidelines for Being a Strong White Ally](#).

**Share your reflections** on today’s topic on social media using the hashtag [#unitedforequity](#) and tag [@ottawaunitedway](#).

## Today’s Challenge

**Option 1:** Read the [Do’s and Don’ts of Allyship](#) that are important to know as you practice and evolve your role in supporting equity and inclusion.

**Option 2:** Listen to NPR’s Code Switch explore the complexities of allyship on this [30-minute podcast](#).

**Option 3:** Read about how to be a [better ally in the workplace](#). Looking for a place to start? Take time to really listen to the experiences of those around you.

**Option 4:** Listen to this podcast discussing the [Allyship Continuum](#) and how you can go from unaware to accomplice.