



IDSA/HIVMA Allyship Guide

From Awareness to Action



ALLYSHIP GUIDE : FROM AWARENESS TO ACTION

Why We Created This Guide



Discussing issues of race can be difficult. Doing the actual work to acknowledge injustices, inequities, and to advocate for equal outcomes for marginalized communities can seem daunting.

This allyship guide was developed to spur reflective thoughts, difficult conversations and bold actions. As a follow-up our June 1st [statement on racism and its public health impacts](#), we've curated these materials to offer a well-rounded set of resources that can help us organize our thoughts into actions. We hope you find the resources and content motivational, insightful, eye-opening and perhaps even astounding.

Education and action are key. Taking the time to better understand our country's past and present can change our future. Black Americans alone cannot change the way society operates. It will take each of us being invested, committed and collaborative.

In this guide, we feature books, podcasts, movies, documentaries, advocacy groups and peer reviewed articles on the health impacts of racism. We hope the resources will launch, accelerate or deepen your allyship journey.

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Outcomes

This guide is intended to help you:

- Understand your privilege and the experience of others
- Learn how to be an ally
- Influence your peers, speak up against systemic inequities
- Act: hold your organization accountable for transparency regarding structure policies and practices (recruitment, compensation, advancement, mentoring and culturally competent health care)





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Overview

*“My humanity is bound up in yours, for we can only
be human together.” -Desmond Tutu*

Injustice, bigotry and racism are deeply entrenched in the country we all love and have been since its origination. The senseless and preventable murders of [George Floyd](#), [Ahmaud Arbery](#) and [Breonna Taylor](#) – and so many others, both names known and unknown – have reignited a deep, raw and unresolved pain and frustration among many, especially Black Americans. Our shared feelings of sadness, fear, outrage, and outright exhaustion, and at times hopelessness, have motivated us to create this resource guide, simply a collection of learning options with varying points of view.

The mobilization and public outcries and protests currently taking place across our nation are one form of expression. A concerted effort to be seen and heard and elicit positive change, reform and community.

We invite you to find your expression and role, whether that is as a builder, disruptor, healer or counselor, leverage your voice and join us as allies in creating a more equitable and inclusive America. To us, being an ally means taking on the cause and injustice as your own, standing up, despite being afraid or not knowing the first step to take.

History is in the making. This is our moment. Real change can only happen with allies.

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Terms to Know



Agent (Enabler) - takes action to maintain the status quo of privilege and oppression

All Lives Matter - Black Americans certainly believe that every life and person matters. But what's important to know is this saying is generally perceived as dismissive and unsupportive of the Black Lives Matter movement, which was formed to bring more attention to the brutality and injustices committed against Black men, women and children

Ally (Active) - a partner that commits to the active and consistent practice of unlearning and reevaluating our personal privileges, educating themselves on the history and impacts of structural racism, and acts in solidarity of marginalized groups to create inclusive environments free of racism.

Black Lives Matter - an international human rights movement, originating in the African-American community, that campaigns against violence and systemic racism toward Black Americans

Conscious/Explicit Bias - conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion

Fence-Sitter (Passive/Neutral) - reinforces the status quo

Individual Racism - refers to an individual's racist assumptions, beliefs or behaviors and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice"

Marginalization/Social Exclusion - the process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that particular group (e.g., housing, employment, healthcare, civic engagement, democratic participation, and due process)

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Terms to Know (continued)



Microaggression - a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (e.g., commenting that a Black person “talks white” if they are articulate and eloquent or moving to the opposite side of a street to avoid interacting with a particular racial group)

Social Privilege - is a special, unearned advantage or entitlement, used to one’s own benefit or to the detriment of others

Systemic Racism - includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups

Unconscious/Implicit Bias - a prejudice in favor of or against one thing, person, or group compared with another usually in a way that’s considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences

White Privilege - is not the suggestion that white people have never struggled. Instead, white privilege should be viewed as a built-in advantage, separate from one’s level of income or effort

Workplace Bias - studies have shown that it affects hiring decisions, salaries, and ultimately, career advantages

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Actions You Can Take Right Now – A Snapshot

Check on your Black friends, colleagues and neighbors. Start with “Hi, I’ve been thinking about you. How are you?” and be prepared to listen. If you manage African American staff, be sensitive to the trauma

Do not remain silent. Use your voice and platform to start and facilitate constructive conversations, whether that’s within your family, neighborhood or workplace. If someone makes a racist remark or shares their limited view, ask them why they feel that way

Diversify your news sources and who you follow and engage with on social media

Support Black Businesses. Support and invest in Black brands, businesses, restaurants, service providers, suppliers, startup accelerators and incubators, etc.

Make a financial contribution to a local or national organization, preferably Black-led, that is working for a more equitable America

Become more familiar with the Black experience by reading, watching and listening to content produced by Black people

Join a peaceful protest and stand in solidarity with the Black community



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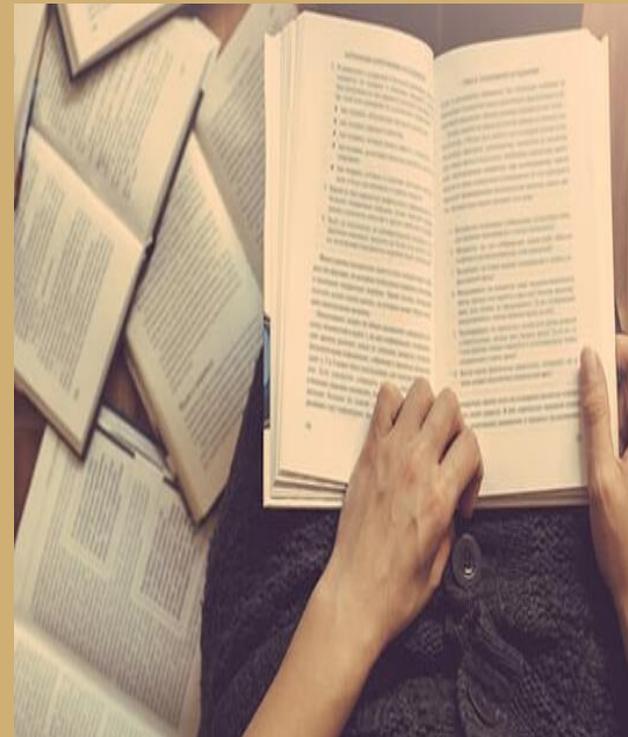
Actions You Can Take Right Now – Movies, Documentaries and Series

- 13th (Netflix)
- BlackKkKlansman (Hulu)
- Central Park Five (Amazon Prime)
- Dear White People (Netflix)
- Hello Privilege, It's Me Chelsea (Netflix)
- Homecoming (Netflix)
- If Beale Street Could Talk (Netflix)
- Just Mercy (Amazon Prime and Apple TV)
- Loving (Netflix)
- Mudbound (Netflix)
- Seven Seconds (Netflix)
- Sorry to Bother You (Hulu)
- Teach Us All (Netflix)
- TIME: The Kalief Browder Story (Netflix)
- The Banker (Apple TV)
- The Hate U Give (Hulu)
- The Last Black Man in San Francisco (Amazon Prime)
- When They See Us (Netflix)

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Actions You Can Take Right Now – Books (Adult)

- *Americanah*, Chimimanda Ngozi Adichie
- *Antagonist, Advocates and Allies: The Wake Up Call Guide for White Women Who Want to Become Allies with Black Women*, *Catrice Jackson*
- *Between the World and Me*, *Ta-Nehisi Coates*
- *Black Skin, White Masks*, *Frantz Fanon*
- *How To Be An Antiracist*, *Ibram X. Kendi*
- *How To Be Black*, *Baratunde Thurston*
- *Islam and the Problem of Black Suffering*, *Sherman A. Jackson*
- *Sister Outsider*, *Audre Lorde*
- *So You Want to Talk About Race*, *Ijeoma Oluo*
- *The Bluest Eye*, *Toni Morrison*
- *The Color of Law*, *Richard Rothstein*
- *The Color of Money: Black Banks and the Racial Wealth Gap*, *Mehrsa Baradaran*
- *The New Jim Crow*, *Michelle Alexander*
- *Where Do We Go from Here, Chaos or Community*, *Dr. Martin Luther King, Jr.*
- *White Fragility: Why It's So Hard for White People to Talk About Racism*, *Robin DiAngelo*
- *Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race*, *Beverly D. Tatum*
- *Women, Race & Class*, *Angela Davis*



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Actions You Can Take Right Now – Books (Kid/Teen)

- [*A is for Activist, Innosanto Nagara*](#)
- [*All Are Welcome, Alexandra Penfold*](#)
- [*Each Kindness, Jacqueline Woodson*](#)
- [*Let's Talk About Race, Julius Lester*](#)
- [*The Hate U Give, Angie Thomas*](#)
- [*The Color of Us, Karen Katz*](#)
- [*Something Happened in our Town: A Child's Story about Racial Injustice, Marianne Celano*](#)
- [*We're Different, We're the Same, Bobbi Kates*](#)

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Actions You Can Take Right Now – Podcasts and Learnings

- [1619](#) Podcast series (similar [article from Medium](#))
- 60 Minutes Special on the [Greenwood Massacre of 1921](#)
- [American Segregation](#)
- [Code Switch](#) Podcast
- [Implicit Association Test](#)
- [Intersectionality Matters!](#) Podcast
- Learn about [The Citizens Police Data Project](#)
- [Momentum: A Race Forward](#) Podcast
- [Pod for the Cause](#) Podcast
- [Pod Save the People](#) Podcast
- [Seeing White](#) Podcast
- [Sibling Rivalry](#) Podcast
- [Show About Race](#) Podcast
- The Nod Podcast
- The Secret Lives of Black Women Podcast
- Webinar Series from Korn Ferry: [RACISM MATTERS: Eradicating Racism in the Corporate World](#)



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Actions You Can Take Right Now – Organizations and Advocacy Groups

- [ACLU](#)
- [Campaign Zero](#)
- [Center for Racial Justice in Education](#)
- [Color of Change](#)
- [Grassroots Law Project](#)
- [Equal Justice Initiative](#)
- [Lawyers' Committee For Civil Rights Under Law](#)
- [My Brother's Keeper Alliance](#)
- [NAACP Legal Defense And Educational Fund](#)
- [National Action Network](#)
- [National Coalition On Black Civic Participation](#)
- [National Urban League](#)
- [Race Forward](#)
- [The Bail Project](#)

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Actions You Can Take Right Now - Policy

- Research the laws, budgets and policies that disproportionately and systemically affect Black communities and advocate accordingly. Some of these issues can be found [here](#) and [here](#).
- Support elected officials and candidates with agendas that support and uplift marginalized communities.
- Vote in every election and support efforts to protect people's right to vote (like volunteering for election protection or participating in [get-out-the-vote activities](#)).
- Demand justice by supporting [online petitions](#) and campaigns and contacting elected local, state and federal officials. You can locate policymakers [here](#).
- Advocate to your local mayor and city council for a stronger Citizen/Civilian/Community Review Board. [Read](#) "How civilian review boards can further police accountability and improve community relations" Scholars.org.
- Review data and trends on [racial economic inequality](#).

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Actions You Can Take Right Now – Ally and Antiracism Resources



- [Read](#) - How You can be an Ally in the Fight for Racial Justice, Deray McKesson
- [Read](#) - 9 Phrases Allies Can Say When Called Out Instead of Getting Defensive
- [Read](#) - Imposter Syndrome in a Medical Student: A Case Report
- [View](#) - 40 Ways You Can Help Right Now, Winston C. Duke via Instagram
- [Read](#) - Unequal Treatment Confronting Racial and Ethnic Disparities in Health Care
- [Read](#) - This article on Diagnosing and Treating Systemic Racism
- [Watch](#) - MLK Jr. Talks 'New Phase' Of Civil Rights Struggle, NBC
- [Read](#) - About the Economics of Racial Inequities
- [Read](#) - This article on the Health Impacts of Structural Racism
- [Read](#) - The effect of imposter syndrome on medical students
- [Read](#) - This guide on Holding Daring Discussions
- [Read](#) - Medical Apartheid and watch this related [video](#)
- [Watch](#) - This video on the Science of Unconscious Bias
- [Watch](#) - Racial Bias in Science



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Healing Resources for Black Americans

- [Ayana Therapy](#) - Online therapy for marginalized and intersectional communities.
- [Black Lives Matter Meditation for Healing Racial Trauma](#) - Audio activity
- [Black Men Heal](#) - Provides access to mental health treatment, psycho-education, and community resources to men of color.
- [BlackLine](#) - a 24/7 national crisis support hotline and text option for peer support and counseling, reporting of mistreatment, and affirming the lived experiences to those who are most impacted by systematic oppression. Operated with an LGBTQ+ Black Femme affirming lens.
- [Dive in Well](#) - Prioritizing self-care and affordable health solutions with a diversity and inclusion lens to wellness. Offers both offline and online experiences, resources, and tools to empower those who believe in soul-centered wellness.
- [Ethel's Club](#) - Offers free mental health counseling resources in an online community designed for people of color to thrive. Hosts free, hour-long grieving sessions twice monthly. Led by licensed Black therapists.
- [IDONTMIND](#) - Black voices in the mental health space discussing self-care tips and ways to learn more about your mind.
- [The Road to Resilience](#) - American Psychological Association
- [Therapy for Black Girls](#) - The Therapy for Black Girls Podcast is a weekly chat about all things mental health.
- [Therapy for Black Men](#) - a wide range of resources aimed at helping men in their search for a multiculturally-competent therapist.
- ["This Is What Black Burnout Feels Like."](#) by Tiana Clark