

## Preseli Equity Beyond Bias: Actionable Steps to Combat Bias Guide

Actor	Ally	Accomplice
<ul style="list-style-type: none"> <li>Does not disrupt the status quo, like a spectator.</li> <li>Does not explicitly name or challenge systems of oppression (white supremacy, heteronormative, patriarchy, capitalism)</li> <li>Reinforces the status quo intentionally and unintentionally by remaining neutral.</li> </ul>	<ul style="list-style-type: none"> <li>Disrupts and challenges systems of oppression.</li> <li>Acts as an active bystander to interrupt the status quo or biased behavior.</li> <li>Earning the title of ally does not mean you can use being in spaces hosted and or reserved for those with marginalized identities does not give bragging rights.</li> </ul>	<ul style="list-style-type: none"> <li>Directly challenges systems of oppression (protest, direct action, petition)</li> <li>Accomplices are informed, directed, and coordinated by leaders in the marginalized community.</li> <li>Actively listeners</li> <li>Build trust through consent and accountability</li> <li>Are not motivated by personal guilt or shame.</li> </ul>

### How to be an Active Bystander:

- **Notice the situation.**
  - Be aware of your surroundings.
  - Use emotional intelligence to assess if harm has been caused.
- **Interpret it as a problem.**
  - Do I recognize that someone needs help?
  - Would I be hurt if that happened to me?
- **Feel responsible to act.**
  - See yourself as being part of the solution to help.
  - What would I want someone to do if I were in their place?
- **Know what to do.**
  - Educate yourself on what to do *before* a situation arises.
  - Seek support from other bystanders if possible.

[www.preseliequity.com](http://www.preseliequity.com)

References: [www.WhiteAccomplices.org](http://www.WhiteAccomplices.org)  
[The Guide to Allyship](#)

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- **Intervene safely.**
  - Take action but be sure to keep yourself safe.
  - Taking action is always easier in a group
  - Do what feels the most natural to you.

### How to be an Ally

- Take on the struggle as your own.
  - No one is free until we all are free!
- Transfer the benefits of your privilege to those who lack it.
  - Power is gained by sharing knowledge not by hoarding it.
- Amplify voices of the oppressed before your own.
  - Share the narratives and experiences of oppressed with those who do not know. Use privilege as a platform
- Acknowledge that even though you feel pain, the conversation is not about you.
  - Decenter yourself in spaces where you are meant to be an ally.
  - Have spaces for you to be able to process your pain and center yourself.
- Stand up, even when you feel scared.
  - Be bold, be brave, be courageous
- Own your mistakes and de-center yourself.
  - Model accountability, When you know better, do better.
- Understand that your education is up to you and no one else.
  - Educate yourself first.

### How to be an Accomplice

- Actively engage in critical self reflection
  - Live your truth
- Understand your privilege
  - Check your privilege
  - Use your privilege as a platform for those who are marginalized

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- Educate others about privileged identities
- Engage in anti-oppressive actions
  - Work to get rid of oppressive systems
  - Be an active bystander
  - Be an anti-racist

### The Do's and Don't of being an Ally or Accomplice

- **Do** listen for understanding.
  - See listening as your first responsibility.
- **Do** be aware of your implicit biases.
  - Take implicit association test and engage in self reflection
- **Do** your research to learn more about the history of the struggle in which you are participating
  - Educate yourself and others with your identity. It is not the responsibility of those with marginalized identities to educate others.
- **Do** the inner work to figure out a way to acknowledge how you participate in oppressive systems
  - Self reflection and understanding of oppressive systems is key.
- **Do** the outer work and figure out how to change the oppressive systems
  - Be civic engaged. Understand how to navigate the systems around you and how to teach others to do so.
- **Do** use your privilege to amplify (digitally and in-person) historically suppressed voices
  - Privilege is a platform
- **Do** learn how to *listen* and accept criticism with grace, even if it's uncomfortable
  - Do not become offensive. See criticism as a gift. Someone care about you enough to help you do better.
- **Do** the work every day to learn how to be a better ally

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- This is a lifelong continuous process. We are not just allies and accomplices when it is trending.
- Always be open to learning from others
  
- **Do not** expect to be taught or shown.
  - Take it upon yourself to use the tools around you to learn and answer your questions
- **Do not** participate for the gold medal in the “Oppression Olympics” (you don’t need to compare how your struggle is “just as bad as” a marginalized person’s)
  - Allyship is not about comparison, its about getting rid of oppression and marginalization.
- **Do not** behave as though you know best
  - You are not the expert on any oppression you do not experience firsthand.
  - Do not see yourself as a savior to those who are oppressed
- **Do not** take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- **Do not** assume that every member of an underinvested community feels oppressed

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