

How Can I Be an ALLY?

- 1. LEARN**
 - Ask people how they want to be identified or described.
 - Listen to and respect the perspectives and experiences of people who say discrimination or harassment is occurring.
 - Be open to feedback about your own behaviour.

- 2. REFLECT**
 - Question stereotypes and negative assumptions.
 - Be aware of and vigilant about your own prejudices.
 - Think about whether teams, committees and visual images are inclusive.
 - Avoid making assumptions about a person's behaviour and identity based on their appearance.
 - Learn about terms used to respectfully describe various social groups.
 - Think about the daily ways you benefit from being a member of a privileged group.
 - Continually educate yourself: read books and articles, go to lectures, watch movies, etc.
 - When you receive feedback, learn from your mistakes and try again.
 - Keep working at it. Unlearning stereotypes and prejudices is a lifelong process.

- 3. PRACTICE**
 - Speak up when you hear demeaning jokes, negative comments, or stereotypical or discriminatory remarks.
 - Discourage the use of offensive or disrespectful words to describe people.
 - Encourage the use of inclusive or neutral language.
 - Acknowledge the contribution of colleagues/friends/ leaders from marginalized communities.
 - Challenge practices, policies, procedures that may create barriers.
 - Support colleagues/friends who experience discrimination or harassment.
 - Request and/or disclose personal information about a patient only when directly related to their care.
 - Speak out against discrimination regardless of your own fears or resistance from others.

What is an ALLY?

An ally supports the rights of marginalized* people and speaks out when individuals or groups face discrimination. Any member of the Hospital community can be an ally and help ensure a healthy, safe organization.

**Groups of people who, due to factors usually considered outside their control, do not have the same opportunities as other, more fortunate groups in society.*

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