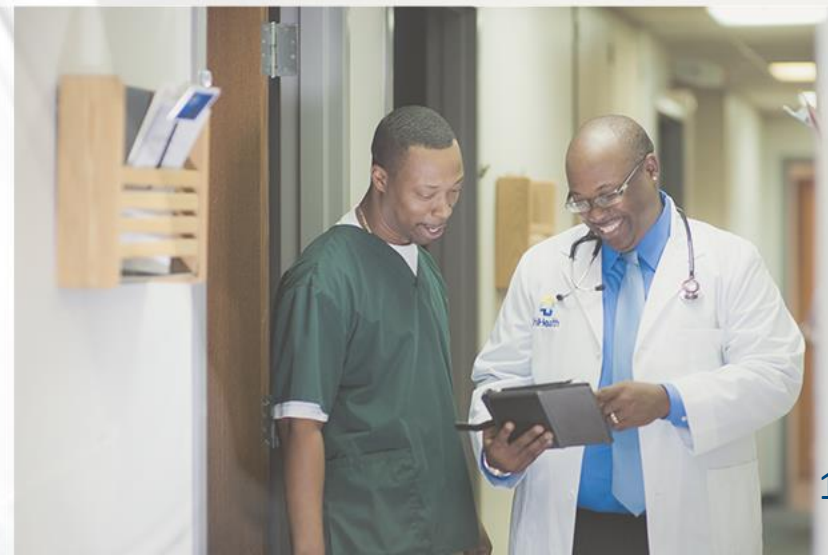




# ALLYSHIP GUIDE

## FROM AWARENESS TO ADVOCACY

Office of Diversity, Equity, and Inclusion



# Overview

*"I hope that people will finally come to realize that there is only one "race" – the human race – and that we are all members of it." –Margaret Atwood*

- 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.
- We invite you to find your **expression and role**, whether that is as a builder, disruptor, healer or counselor, and join us as an ally 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.



# Purpose

---

Let's be honest, talking about race can be hard and doing the actual work to acknowledge injustices and differences, and to support and advocate for better and equal outcomes for often marginalized communities can be even harder.

---

This allyship guide was developed to spur reflective thoughts, hard conversations and bold actions. We hope you find the resources and content motivational, insightful, eye-opening and, maybe even heartbreaking or infuriating. We curated these materials based on our individual and shared experiences in society.

---

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

---

In the guide, we feature recommended books, podcasts, movies, documentaries, advocacy groups, and much more. We hope the resources will either launch, accelerate or deepen your allyship journey.



# TERMS TO KNOW

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

**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

**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) [Read: [What exactly is a microaggression? - Vox](#)]

**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)



# TERMS TO KNOW CONTINUED

**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.

**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.

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

**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".

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



# TERMS TO KNOW CONTINUED

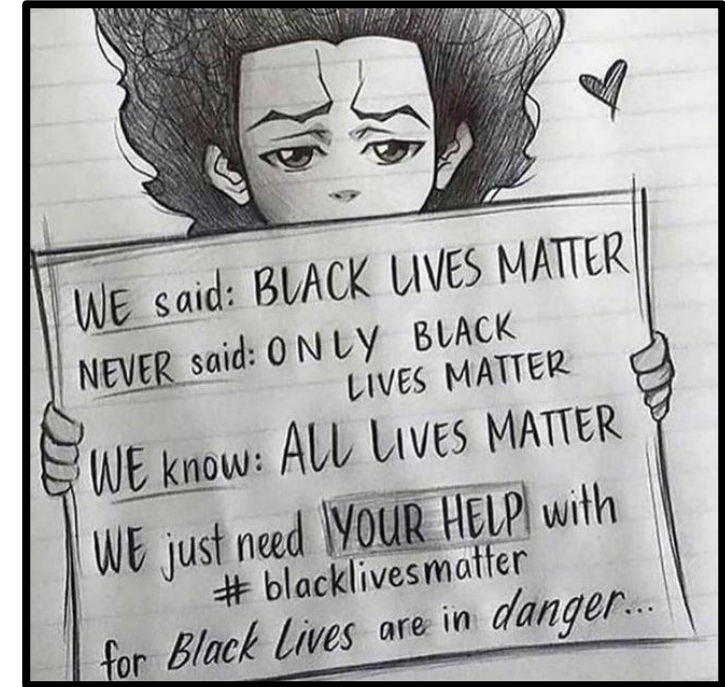
**Black Lives Matter** - an international human rights movement, originating in the African-American community, that campaigns against violence and systemic racism toward Black people.

**All Lives Matter** - Black people 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)** - takes action and challenges the status quo.

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

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



# ACTIONS YOU CAN TAKE RIGHT NOW

- 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 Black people, be sensitive to the trauma they are experiencing [ [Read Black Trauma And Showing Up At Work - Refinery29](#) ]
- 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
- Demand justice by supporting online petitions and campaigns and contacting elected local, state and federal officials [ [you can locate policymakers at https://www.congress.gov/](#) or [The Ohio Legislature](#) ]
- Diversify your news sources and who you follow and engage with on social media
- Buy Black -support and invest in Black brands, businesses, restaurants, service providers, suppliers, startup accelerators and incubators, etc.



# ACTIONS YOU CAN TAKE RIGHT NOW

- Buy Black - 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



# ACTIONS YOU CAN TAKE RIGHT NOW – Policy

- 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)
- Research the laws, budgets and policies that disproportionately and systemically affect Black communities and advocate accordingly
- Support elected officials and candidates with agendas that support and uplift marginalized communities
- Advocate to your local mayor and city council for a stronger Citizen/Civilian/Community Review Board [ Read: <https://scholars.org/brief/how-civilian-review-boards-can-further-police-accountability-and-improve-community-relations> ]
- Review data and trends on racial economic inequality

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

- Just Mercy (*free to stream through June on Amazon Prime or Apple TV*)
- 13th(Netflix)
- The Last Black Man in San Francisco (Amazon Prime)
- Hello Privilege, It's Me Chelsea (Netflix)
- Sorry to Bother You (Hulu)
- Get Out
- Moonlight (Netflix)
- Homecoming (Netflix)
- The Kalief Browder Story (Netflix)
- When They See Us (Netflix)
- Seven Seconds (Netflix)
- BlackKkKlansman (Hulu)
- The Banker (Apple TV)
- Teach Us All (Netflix)
- Loving (Netflix)
- If Beale Street Could Talk (Netflix)
- The Hate U Give (Hulu)

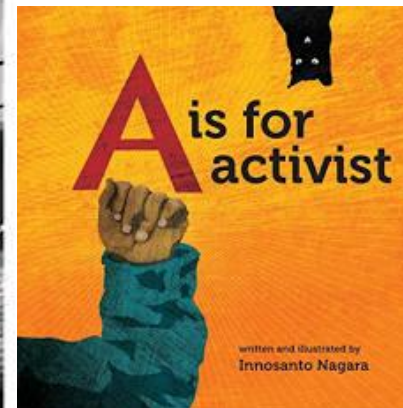
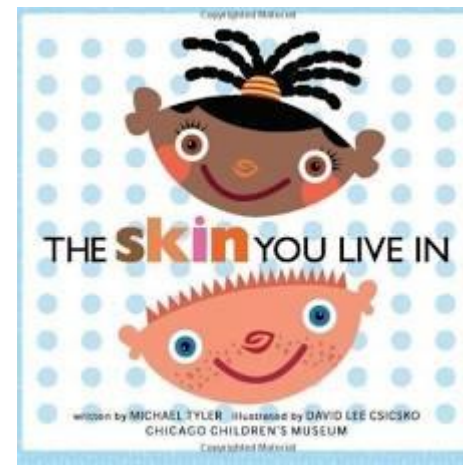
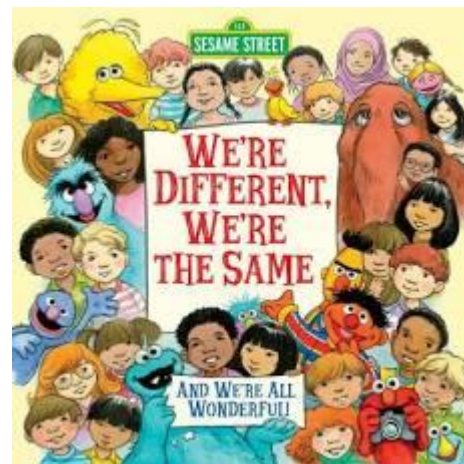
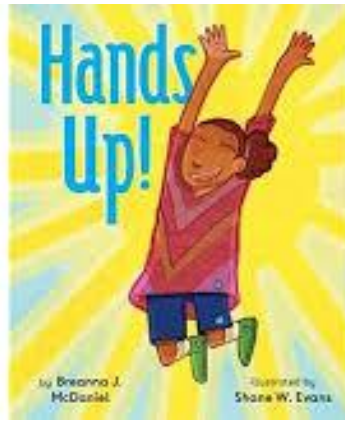
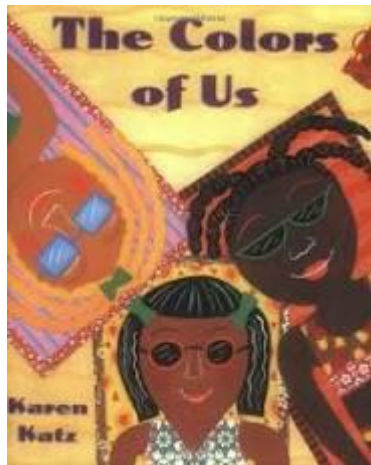
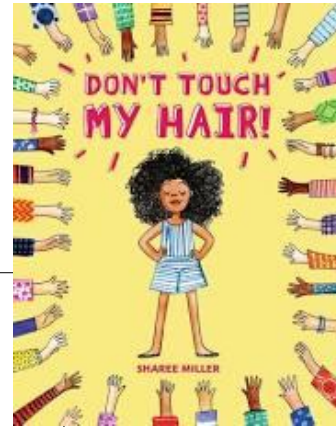
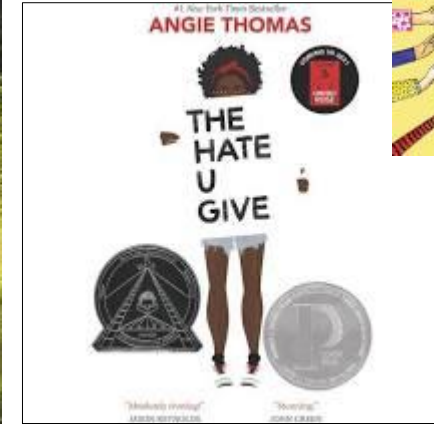
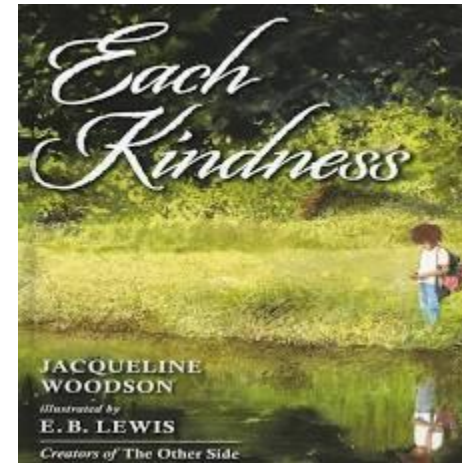
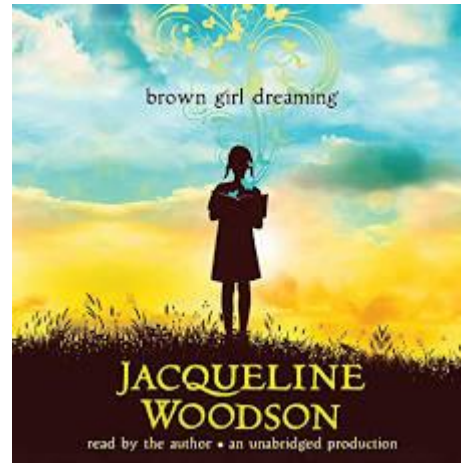
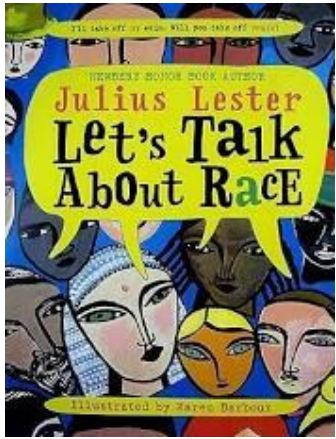


# Actions You Can Take Right Now – Books (Adult)

- Tears We Cannot Stop, A Sermon to White America, *Michael Eric Dyson*
- How To Be An Antiracist, *Ibram X. Kendi*
- White Fragility: Why It's So Hard for White People to Talk About Racism, *Robin DiAngelo*
- The New Jim Crow, *Michelle Alexander*
- Between the World and Me, *Ta-Nehisi Coates*
- What Doesn't Kill You Makes You Blacker: A Memoir in Essays, *Damon Young*
- The Fire Next Time, *James Baldwin*
- The Color of Law, *Richard Rothstein*
- Women, Race & Class, *Angela Davis*
- Sister Outsider, *Audre Lorde*
- How to be Black, *Baratunde Thurston*
- Americanah, *Chimimanda Ngozi Adichie*
- Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race, *Beverly D. Tatum*
- Black Skin, White Masks, *Frantz Fanon*
- Where do we Go From Here, Chaos or Community, *Dr. Martin Luther King, Jr.*
- The Color of Money: Black Banks and the Racial Wealth Gap, *Mehrsa Baradaran*
- So You Want to Talk About Race, *Ijeoma Oluo*
- Antagonists, Advocates and Allies: The Wake-Up Call Guide for White Women Who Want to Become Allies With Black Women, *Catrice Jackson*
- The Bluest Eye, *Toni Morrison*
- I Know Why the Caged Bird Sings, *Maya Angelou*



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





# ACTIONS YOU CAN TAKE RIGHT NOW – PODCASTS



- Still Processing
- Code Switch
- On One with Angela Rye
- The Nod
- Pod for the Cause
- The Secret Lives of Black Women
- The Stoop
- Show About Race
- Pod Save the People
- Momentum: A Race Forward Podcast
- Sibling Rivalry
- Seeing White
- Intersectionality Matters!
- Natal
- 1619

# Actions You Can Take Right Now – Organizations and Advocacy Groups

- The Ohio Justice and Policy Center: [www.ohiojpc.org](http://www.ohiojpc.org)
- My Brother's Keeper Alliance: <https://www.obama.org/mbka/>
- National Urban League: <https://nul.org/>
- National Action Network: <https://nationalactionnetwork.net/>
- Grassroots Law Project: <https://www.grassrootslaw.org/>
- NAACP Legal Defense And Educational Fund: <https://www.naacpldf.org/>
- ACLU: <https://www.aclu.org/>
- Race Forward: <https://www.raceforward.org/>
- Lawyers' Committee For Civil Rights Under Law: <https://www.lawyerscommittee.org/>
- National Coalition On Black Civic Participation: <https://www.ncbcp.org/>
- The Bail Project: <https://bailproject.org/>
- Color of Change: <https://colorofchange.org/>
- Equal Justice Initiative: <https://eji.org/>
- Campaign Zero: <https://www.joincampaignzero.org/>

# Actions You Can Take Right Now – Ally and Anti-Racism Resources

- [Read](#) How You can be an Ally in the Fight for Racial Justice, *Deray McKesson*
- [Read](#) 75 Things White People Can Do for Racial Justice, *Corinne Shutack*
- [Read](#) Our White Friends Desiring to be Allies, *Courtney Ariel*
- [View](#) 40 Ways You Can Help Right Now, *Winston C. Duke* via Instagram
- [Read](#) What is the #BlackLivesMatter Movement?
- [Watch](#) MLK Jr. Talks 'New Phase' Of Civil Rights Struggle, NBC
- [Watch](#) President Obama Speaks At Town Hall On Policing And Racism, NBC
- [View](#) Collection of Anti-Racism Resources
- [Volunteer](#) at the Urban League of Greater Southwestern Ohio
- [Mentoring](#) for a black child at the Cincinnati Youth Collaborative
- [Visit](#) the National Underground Railroad Freedom Center and take the Implicit Association Test



# A Workplace with Support-Employee Resource Groups

At Trihealth, we want employees to feel empowered to be part of the solution. That's why we offer all employees the opportunity to participate in employee resource groups, which allow them to advance inclusion and diversity efforts as well as access development opportunities, support business solutions and get involved in the community. Each group has an executive sponsor that will lead our groups.

- TRIBE-TriHealth Resource Initiative for Black Employees
- TYP-TriHealth Young Professionals
- PRISM-This team supports our LGBTQ+ community
- TAGS-TriHealth Armed Forces Group & Supporters
- Abilities FIRST-Disability Awareness Resource Team
- Faith At Work-A team that supports all faiths at work



# Any questions, please call the Diversity, Equity, and Inclusion Team



**Jeremiah Kirkland**

Acting Chief Diversity  
Officer

Director, Diversity,  
Inclusion and Language  
Services

513 569 6356



**Devona Stripling**

Diversity & Inclusion  
Consultant

513 569 6735



**Briana Whitlow**

Diversity & Inclusion  
Consultant

513 569 9319



**Darneesha Figs**

Diversity & Inclusion  
Consultant

513 569 6163