

## 10 Steps to Non-Optical Allyship

By Mireille Cassandra Harper

### **1. Understand what optical allyship is.**

- Optical allyship “allyship that only serves at the surface level to platform the ‘ally,’ it makes a statement but does not go beneath the surface and is not aimed at breaking away from the systems of power that oppress.” - Latham Thomas

### **2. Check in on your black friends, family, partners, loved ones and colleagues.**

- This is an emotional and traumatic time for the community, and you checking in means more than you can imagine. Ask how you can provide support.

### **3. Be prepared to do the work.**

- Understand that coming to terms with your own privilege will not be a pretty or fun experience. It is necessary to experience feelings of guilt, shame, and anger throughout the process.

### **4. Read up on anti-racist works.**

- It is not enough to dislike racism, you need to work towards anti-racism. The following will be essential for your learning: [Me and White Supremacy](#) (Layla Saad) and [How to be an Antiracist](#) (Ibram X. Kendi).

### **5. Avoid sharing content which is traumatic.**

- Whatever your intentions, it is vital to consider sharing videos of black people being abused and hurt can be both traumatic and triggering for many black people. Avoid sharing this content as it also contributes to the dehumanization of black people.

### **6. Donate to funds and support initiatives.**

- Consider supporting platforms and initiatives which support black people, such as the [Minnesota Freedom Fund](#), support black-owned funding platforms such as [Kwanda](#), and sign petitions. Put your MONEY and PEN where your mouth is. Donate to bail funds

### **7. Do not center this narrative around yourself.**

- While it is nice that you can relate and empathize, now is not the time to insert your personal experiences into a narrative that is not about you. This is actually harmful and takes away from the severity of the situation. Leave your ego.

### **8. Keep supporting after the outrage.**

- It should not take an act of brutality or the virality of a situation for you to suddenly show your support. Keep supporting black media, black initiatives, charitable organizations, and continue your work AFTER the attention has died down.

### **9. Stop supporting organizations that promote hate.**

- If you read pieces on media platforms that promote hate or fund supremacist and hateful organizations, you are contributing to the problem. Equally, stop supporting organizations that love “black culture,” but fail to speak up on issues affecting the black community.

### **10. Start your long-term strategy.**

- How are you making a long-term impact or affecting change? Can you mentor a young person? Can you become a trustee for an organization that supports the black community? Could you offer your time to volunteer? Make the effort to do something valuable over the long-term period.

### **11. Help others to register to vote, keep people engaged in the political process.**

- Work with the communities.

## Baltimore

1. [Baltimore Action Legal Team](#) (BALT)
  - a. [BALT bail fund](#)
2. [Baltimore Racial Justice Action](#)
3. [Baltimore United for Change](#)

## General

1. [Color of Change](#) (donate)
  - a. You can text 'FLOYD' to 55156, which will add your name to the Color of Change petition
    - i. "Dear Mayor Jacob Frey, County Attorney Michael Freeman, and Attorney General Keith Ellison,

I am outraged and disturbed by the killing of George Floyd at the hands of Minneapolis Police Department officers.

For seven minutes, George Floyd and bystanders cried out and pleaded for his life as your officers choked him to death in broad daylight. This is an act of police violence committed on an innocent, unarmed Black man. No one deserves what happened to George. And it's up to you to grant justice.

I'm calling on you, the Mayor, to 1) block their pensions and 2) ban them from becoming police officers ever again. And County Attorney Freeman and Attorney General Ellison must immediately charge ALL four officers with murder. We're counting on you to secure justice for his family.

Sincerely,  
[Your Name]"

2. [Black Community Resource Directory](#) (Spreadsheet with links and names)
3. [National Bailout Fund Network](#)
4. [Advancement Project National Office](#) (donate)
5. [NAACP](#)
6. [Dream Defenders](#)
7. [Know your rights Camp](#)
8. [Black Youth Project](#)
9. [Black Lives Matter](#)
10. [National Coalition on Black Civic Participation](#) (donate)