

### Ally

A person who is a part of a group that is considered privileged, who has power to use their privilege to help spread awareness and supports to groups who experience oppression, discrimination, prejudice.

The main purpose of allyship is to form connections, fair treatment, and increased feeling of belonging for everyone.

To be an ally you need to take **ACTION**, listening, learning and uplifting marginalized groups to ensure all voices are heard and respected. Treat others as you would like to be treated.

### Advocates

A person who is advocating for others in their own group.

### Upstander roles

Advocate for others when you see discrimination, oppression or violence happening. Speak up.

### Ways to be an ally:

- 1) Eradicate Audism by challenging biases, prejudice, and discrimination.
- 2) Educate yourself about the Deaf and HH communities by reading articles, watching deaf movies, or attending deaf events.
- 3) Write, text (on phone) if no one around can use sign language.
- 4) If a deaf person is in a room where there is a tv- turn on the closed captions to show respect.
- 5) Help Deaf and HH people but don't speak for them- don't take away their voice.
- 6) Don't make decisions for Deaf or HH people- they know what they do and don't need.
- 7) Don't be afraid to ask questions.
- 8) Do not help unless we ask for assistance- We are independent people just like everyone else.
- 9) Have empathy and try to imagine putting yourself in their shoes- how would you feel in that situation.