

Building solidarity across communities is an on-going journey and life commitment. It requires that we examine how we may experience privilege and oppression, how we relate to histories and current experiences of oppression, how to extend this process to other spaces we are a part of, and how to take risks in showing up.

1. SELF-AWARENESS

- Develop awareness of self as well as issues of oppression, and how these two are interconnected.
- Acknowledge your assumptions and ask how these assumptions have formed.
- Examine the personal characteristics and perspectives that make building solidarity easy or difficult.
- Identify ways to self-reflect and learn without requiring oppressed people to do the extra work of providing education.

2. SELF-EDUCATION

- Recognize that many types of oppression have been documented or written about extensively by the people who experienced them. Find and learn from these resources as the foundation to building solidarity.
- Learn about issues and histories of oppressed groups according to those groups and reflect on how these issues and histories relate to your own.

3. CREATE OPEN AND SUPPORTIVE ENVIRONMENTS

- Acknowledge, appreciate, and celebrate differences among individuals and within groups.
- Encourage and promote an atmosphere of respect and trust – speak openly about the challenges and opportunities that differences between people can bring.
- Be open to criticism of yourself, organization, workplace, family, etc. And actively create safe space for them.
- Listen carefully and thoughtfully.
- Take it upon yourself to figure out what you can do to move things forward, instead of expecting marginalized people to take the lead.
- Practice and be gentle on yourself. Make mistakes and learn. Then practice all over again.
- Do not speak or do things **for** someone or **instead** of them. You are not a placeholder, speak from yourself.

4. TAKE RISKS

- Identify how you could take risks to build solidarity with oppressed communities.
- Share knowledge and work with other privileged people to help them understand your framework and process.
- Build partnerships to collaborate with other privileged people to develop

- plans committed to building solidarity.
- Show up in every-day ways.