



ALLYSHIP SKILLS



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Being an ally is crucial to making people feel welcome and accepted at Wikimedia events.

Allyship skills revolve around listening and valuing your fellow attendees when they need a friendly ear, and providing an additional safeguard against unacceptable behavior at events. You don't have to be an extrovert to be an ally—just listening to another person's issues and concerns can be a great first step.

Focus on listening rather than talking.

If someone approaches you with a problem, take it seriously and really listen to them. Make space for the other person to share their story, don't judge, and actively listen.

Stand up against poor behavior.

For example, if you notice someone continually interrupting someone else, politely ask them to allow the other person to finish their thought. If you see someone is uncomfortable during a discussion, try to tactfully change the subject.

If you are comfortable standing up for others in situations like this, it can diffuse potential conflict before it starts.

Assume good faith.

Each person has their own experiences and those may be very different from those of others. But remember—just because you have never seen something happen, that doesn't mean it never does.

Assume all experiences are valid, and escalate them to event organizers where appropriate.

Be willing to stand corrected.

Nobody's perfect—you may make mistakes that may impact others. Be open to constructive criticism, own your actions, apologize if need be, and make changes moving forward.

Stay open.

Even if you may have reacted differently to a situation you witness, or one that others are describing to you, keep an open mind and reserve judgements. If you're unclear on the details, ask for clarification instead of making assumptions.

Acknowledge your privilege.

Be an advocate—use your position of power as a conduit for marginalized voices to be heard and be ready to call out unacceptable behavior. Be aware of your own biases.

Don't do it for the glory.

Coming from privilege may allow you to speak for those who are marginalized or mistreated, but this is not about you. Make sure that you stay out of the spotlight so that those who need be heard are indeed heard.

Share the knowledge.

You do not have to fight the good fight alone. Connect people with resources that may be useful for them, including directing them to the event's safety team.