



**Solidarity
and allyship
mean taking
action.**

**What does that
look like?**



Being a good ally means:

- Making extra effort to include people from equity-seeking groups like women, people with disabilities, Black, Indigenous and racialized workers, Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex and Asexual (2SLGBTQIA+) members and more.
- Speaking up when you hear something discriminatory or bigoted, even if it's a "joke."
- Listening to the issues facing all Steelworkers, especially the ones from diverse backgrounds and experiences.
- Examining your own prejudices, perceptions and internalized racism -it's important for us to examine our own biases from our upbringing and culture.
- Supporting diverse leaders at work and in the union.
- Apologizing when you make mistakes.
- Supporting struggles that are not your own. Show up for others. Speak up, but not over.
- Understanding your privilege based on who you are and how you can use it to support the most marginalized people around you.