



EVERYDAY ATTRIBUTES OF SOCIAL JUSTICE ALLIES AND LEADERS

The most effective social justice activists are 'regular' people whose *everyday* interactions in the workplace and neighborhood are in solidarity for and with others. Their encounters flow from multicultural and multi-identity (intersectionality) awareness which, in turn, arises from an appreciation of the magnificence of human oneness and difference.

JUSTICE-MINDED ALLIES AND LEADERS SEEK TO:

1. Recognize how their own attitudes, beliefs, world views, and life history influence their approach and response to issues and peoples.
2. Move beyond stereotypes to understand the difference within, and the overlap among-, identity groups as well as the constellation of a person's many identities (e.g., race, gender, class, income, age, sexual orientation, religion, ethnic origin, ability, [immigration] status).
3. Notice how language and communication styles are connected to culture and social identity.
4. Spot the interplay of intersectionality, stage of life, and historical experiences (e.g., WWII, slavery, The Great Depression, COVID-19) on a person's social identity.
5. Understand how social, physical and community resources (i.e., transportation, healthcare, jobs) and barriers (i.e., food deserts, pollution, crime) differentially impact identity groups.
6. Focus on the strengths and positive attributes of individuals, communities and organizations.
7. Recognize inequities from structural oppression which have roots in the practices and policies of institutions.
8. Support policy, practice, and system changes that effect disadvantaged groups.
9. Advocate in ways sensitive and appropriate to the culture and sub-cultures of the people served.
10. Appreciate intersectional and cultural issues within a globalized context to fully understand the actions that are necessary to end oppression and human rights violations around the world.
11. Engage in cultural humility by learning *from* cultures and peoples rather than learning *about* cultures and peoples.

by Debra Mooney, PhD



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