

## ALLYSHIP

When thinking about Allyship, perhaps the most important thing for people to remember is that this is not about you as the individual, but rather is about the group you are hoping to ally with. So before beginning to ally, it is important to think deeply about why you wish to be an ally. In other words, 'know your why' (and then remain focused on this). Also, this would be a good place to start thinking and learning about privilege and the specific privileges you possess. Without this self-knowledge, it's difficult to understand where others are coming from.

[Educate yourself-](#) If you are looking at becoming an ally to the Latin community, it's a good practice to become familiar with some basic tenets. Which countries do people come from where folx call themselves Latino or Hispanic? Look at a map and familiarize yourself with the geography. What sorts of struggles have they historically had, or are they currently going through? What are some of the commonalities and differences between say someone from Venezuela and someone from Costa Rica?

[Be Conscious-](#) There's an ancient saying that says 'We have two ears and one mouth so we can listen twice as much as we speak. One of the quickest ways to *not* earn trust with any group is to come in and dominate conversations. This is especially true in a situation where you are looking to partner, and you are not from that culture. In these cases, it's important to intently listen, and when you do ask questions, ensure that they are thoughtful. Instead of the cringe-inducing question, "No, really. Where are you from?" you might ask, "How do you like to refer to yourself culturally?"

[Acknowledge mistakes-](#) (and try harder in the future)-as a potential ally, it is 100% certain that you will make mistakes. If you don't, this means you aren't being brave enough and are just 'sitting on the sidelines.' Just because you do make a mistake, this doesn't mean all hope is lost. The important thing is to acknowledge these mistakes and then privately (and publically) vow to do better next time. We are all forgiving; just less so when someone makes the same mistake over and over, or if they don't seem to care about making mistakes.

[Act! \(or do something\)-](#) Ok, you've identified your why, you've educated yourself (AKA doing the self-work), you've engaged thoughtfully in the community, and vow to 'fall forward' when you make mistakes and learn from them. What's next? It's time to jump in. All marginalized communities, including the Latino community, cannot wait decades, years, or even weeks. It's time to start now in order to work towards equality. Here are a number of suggestions:

- Join LLN or a BRGs that focus on minorities or people of color
- Join other Latino-based state orgs and community non-profits
- Support local Latino owned businesses
- Visit Sea Mar Museum of Chicano/a/Latino/a culture (and donate!)
- Recruit other potential allies!

### [Resources to get started:](#)

PBS 6-Hour Special-<https://www.pbs.org/latino-americans/en/watch-videos/#2365075996>

Blog Post- <https://blogs.microsoft.com/latino/2020/09/29/notes-from-an-aspiring-ally/>

Netflix show- [John Leguizamo's Latin History for Morons](#)

Podcast- <https://www.latinousa.org/2021/08/27/movingborderpartone/>

Video - [5 Things to know about Puerto Rico](#)

Article- [I've Been Called Out For Racial Harm. What Do I Do Now?](#)

Video- [Supporting LGBTQ students during Hispanic Heritage Month](#)