

ALLYSHIP RESOURCES

The following resources are provided to assist you in your **personal allyship development**. Some of these resources are included for you to read or listen to and some are included so you can follow along and stay engaged in **allyship and social justice conversations**.

ARTICLES

- [Be a Better Ally, HBR 2020](#)
- [How the Best Bosses Interrupt Bias, HBR 2018](#)
- [What White People can do for Racial Justice, Medium](#)
- [What Self-Awareness Really Is, HBR 2018](#)
- [Moving from Bystander to Accomplice, NALP & Fringe PD 2020](#)
- [Difficult Conversations at Work, Atlassian](#)
- [The Microaggressions Towards Black Women you Might be Complicit, Forbes 2020](#)
- [Strategies to Handle Workplace Confrontation, FastCompany](#)
- [How to Have Difficult Conversations When you Don't Like Conflict, HBR 2017](#)
- [Everyone Wants an Anti-Racist Workplace, But..., Forbes 2020](#)
- [Calming Your Brain During Conflict, HBR 2015](#)

BOOKS

- [Radical Candor, Kim Scott](#)
- [Dare to Lead, Brene Brown](#)
- [Why Are We Yelling?, Buster Benson](#)
- [Do Better, Rachel Ricketts](#)
- [How to be Antiracist, Ibram X. Kendi](#)
- [I'm Still Here, Channing Foster Brown](#)

ACCEPTABLE LOSS AUDIT

In theory, we all think we will act when we witness a moment of marginalization. But you've likely been in that situation and found yourself frozen with fear, unable to speak or act.

Think of a specific moment like this that has happened to you. Using the acceptable loss audit below for your specific situation, consider how you might have engaged differently. Remember **the higher the score, the harder it may be to act** in the moment.

REALITY CHECK	1	0
In this situation, the perpetrator of discrimination has more power and influence than I do.	True	False
The perpetrator of discrimination has direct influence over my job and/or compensation.	True	False
The perpetrator and I have a strong interpersonal relationship.	False	True
The perpetrator of discrimination has shown a pattern of marginalizing behavior and retaliation.	True	False
The perpetrator of discrimination has proven to be receptive and open to dialogue in the past.	False	True

1. Mark whether each situation is true or false.
2. Tally the score using the column headers.
3. Analyze. How will you react given the score?

THE SCORE:

SPECIFIC SITUATION:

YOUR REACTION:

How would you react differently if your score was higher/lower?

NOTES & CONTACT



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Additional Resources

Scan the QR code using your smartphone camera to open additional resource links.

