

SELF-ADVOCACY AND ALLYSHIP

ADVOCATING FOR YOURSELF

- **FIND SOMEONE YOU CAN TRUST.** BUILD A NETWORK OF ALLIES WITHIN YOUR DEPARTMENT, IN OTHER DEPARTMENTS, AND ACROSS CAMPUS.
- **TRUST YOURSELF.** DON'T LET ANYONE TELL YOU YOUR VOICE, YOUR EXPERIENCES, OR YOUR WORK DOESN'T MATTER.
- **BELIEVE IN YOURSELF.** YOUR HARD WORK, SACRIFICES, AND DEDICATION GIVE YOU EVERY RIGHT TO BE WHERE YOU ARE. THE ACADEMY WASN'T BUILT FOR US, BUT WE BELONG HERE, TOO.

Dr. Katrina Phillips, Ph.D.
Red Cliff (WI) Ojibwe

ADVOCATING FOR OTHERS

- **MICRO AGGRESSIONS ARE REAL.** BELIEVE YOUR COLLEAGUES, FRIENDS, AND FAMILY WHO TALK ABOUT THEIR EXPERIENCES. DON'T SUGGEST THAT IT WAS A COMPLIMENT. DON'T SAY OR IMPLY THAT THEY'RE OVERREACTING OR BEING OVERLY SENSITIVE.
- **SPEAK UP.** YOUR WORDS AND YOUR ACTIONS HAVE POWER. USE YOUR VOICE, BUT BE RESPECTFUL. OUR EXPERIENCES AREN'T FODDER FOR YOU TO EXPLOIT.
- **STAND UP.** YOUR PHYSICAL PRESENCE MATTERS, TOO, BUT BE RESPECTFUL.

Macalester College
kphilli2@Macalester.edu