Co-ops, being grassroots organizations, have a rich history in developing economically and socially just spaces. Although we are making positive strides forward, anti-oppression and social change work is an active and ongoing process. We need to make decisions each day to make strides in the right direction. Let’s start in our co-ops.

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Creating the Co-op We Want...
Creating the World We Want

An ally's guide to fostering anti-oppression in housing cooperatives, collectives and democratic communities

ENOUGH IS ENOUGH

Brought to you by NASCO. Thanks to other thoughtful organizations and brains who made this possible.
Resources/Further Reading

- Be on a roll, spread the word.
- Read, discuss, take action.
- Is found, corresponding to the page number where the act
- of the site will be end of the site, you will find the title's name
- from the reproduction and revival, publication, "privileged and oppressed."
The act work comes

The site has been compiled using materials from:

- National Center for Transgender Equality
  www.transgenderequality.org
- National Center for Transgender Equality
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- National Center for Transgender Equality
  w...
Questions for Reflection and Discussions in Your Co-op:

- How do you fit into the community where you live? Do you have a family and cultural history in the area?

- How have you internalized oppression in your life? What assumptions do you make about how the world works and how you should live that has been influenced by oppression?

- How do you already promote inclusion and accessibility in your life/in your co-op?

- Where have you witnessed oppression and who was the target group? How could you have acted to challenge that oppression?

- What is something you can commit to that will help promote a norm of anti-oppression in your normal circle of friends/family?

- Is there strong diversity in your membership and on your board? How could you promote strong diversity (further) within your co-op?

- How can you make your co-op a more inclusive and accessible place to be?

TIP: When starting these discussions, be open about your own need to be more aware and to work harder to be an effective ally.

What you’ll find in the following pages:
Assumptions
What is an Ally?
Become an Ally
Being an Ally: Action Ideas and Tips
Checklist for White Allies Against Racism
Being an Ally for Differently-Abled People
Being a Class Ally
Tips on Being a Male Ally
Ways to be a Straight Ally
Ways to be an Ally for Trans People
Getting Past Ageism
List of Artists for enclosed artwork
Questions for Reflection/Discussion in Your Co-op
Resources/Further Reading
In groups, communities, and organizations make individuals working together as an organized whole. While single individuals can inspire change, it

social and economic injustice and change.

be about building a movement for

if we want to dismantle oppression, then we must

We cannot dismantle oppression in a society.

Dismantling systems of oppression and unlearn

oppression in our lives.

Dismantling and making a commitment to dismantle learned and making a commitment to dismantle responsibility for looking at what we have

pen when we were young and now we all have

of people in our communities. This began to happen

Assumptions, stereotypes, prejudices about groups

Because racism, sexism, classism, ableism, age-

Adapted from a publication of
Getting Past Ageism
Identify the myths and mis-information.
Recognize the myths about aging and negative attitudes about older adults. Start challenging the myths. Challenge the language.

There are many erroneous beliefs in our society - e.g. that older adults' lives are less valuable and older adults are less deserving of having their rights respected; that older adults feel emotional pain less or do not have sexual feelings; or that older adults are largely responsible for growing health care or other social costs.

Go beyond the stereotypes of aging.
Recognize that a label like "elderly" or "seniors" tells us little about what to expect from the person. These labels do not tell us whether the person is kind or uncaring, healthy or with diminishing health, mentally capable or mentally incapable, a reliable or an unreliable worker or volunteer. Labels do not tell us about the person's capacity for friendship or creativity or accomplishment.

Address ageism by highlighting older adults' individual, collective, and lifelong contributions to our society.

What is an Ally?
An ally is a member of the “majority” group who works to end oppression in his or her personal life though support of and as an advocate for the oppressed population.

- "An ally validates and supports people who are different from themselves."

- "An ally examines their own prejudices and is not afraid to look at themselves."

- "An ally works with the oppressed group, offering support by being accountable to, but not being responsible for, the oppressed group."

- "An ally is an advocate by challenging [mis]conceptions when the oppressed group is absent."

- "Being an ally means: sharing the power, taking a risk, taking responsibility, opening yourself up to the unknown, realizing that you are a part of the solution, leveling the playing field, accepting differences, making allowances, and leading by action."

The concept of "woman".

1. Don't assume that all trans people identify as being a woman.
2. Recognize that trans women deserve access to the same opportunities as their counterparts.
3. I'm sorry for not realizing that my actions were harmful.
4. I don't assume that all trans people identify as anything.
5. Don't use gender-specific pronouns.
6. I realize that trans people can be straight, gay, bi, or elsewhere.
7. I take responsibility for educating myself on trans issues and do not ask trans people to educate me.

Step One: Become an Ally

1. Use the right pronouns.
2. I think about what it means to me.
3. I ask the person what their "real" (birth) name is.
4. I don't ask trans people what their "real" (birth) name is.
5. I don't assume that all trans people identify as being a woman.

Step Two: Educate Yourself

1. Challenge yourself to learn about trans persons' cultures.
2. Challenge yourself to learn about the different identities of the trans community:
   - biological gender, affectional gender, physical characteristics, social gender, cultural gender, etc.
3. Challenge yourself to understand your worldview.

Step Three: Gain the Skills

1. In order to be an effective ally, you need to be...
2. This may involve skills to communicate the knowledge you have gained about yourself and others.
3. Seek involvement in the struggle to end oppression in our communities.

Step Four: Take Action

1. Rights, skill, and awareness to ourselves. We are involved in the struggle for equality. We are involved in the struggle to end oppression in our communities.
2. Become an ally if you are able.
3. There are not only of our own gains, but also of others.
4. We're fighting for a better society.
5. I recognize that trans women deserve access to the same opportunities as their counterparts.
6. I don't assume that all trans people identify as being a woman.
7. I take responsibility for educating myself on trans issues and do not ask trans people to educate me.

My knowledge of how to treat others not only of our own gains, but also of others.
Ways to be a Straight Ally

1. I take the time to examine and understand my own personal feelings around LGBT issues.

2. I understand why it is important to be an ally.

3. I understand how heterosexism and homophobia affect both LGBT people and straight people.

4. I am aware of my socialization, prejudices, and privileges.

5. I take responsibility for educating myself by attending LGBT events, attending or renting films featuring LGBT characters or issues, talking to LGBT people, reading about LGBT issues, etc.

6. I notice my heterosexist language and work to change it. (I use partner instead of boy/girlfriend, and use neutral pronouns.)

7. I talk with friends informally and openly about LGBT events or issues in the new.

8. I don't "out" people unless given permission to do so.

9. I ask about things and issues I don't understand. I ask such questions at an appropriate time and in a respectful and non-judgmental way.

Being an Ally: Action Ideas and Tips

I know when to step back, I make space for the oppressed person/people to speak out, share, lead, and validate one another.

I remember that members of target groups are survivors (not victims) and have a long history of resistance. I celebrate instances of resistance. I learn and talk about forms of resistance and instances of successful struggle, not just instances of oppression.

I speak up when I hear people implying that target groups are powerless or deserving of pity. I remind them that being oppressed does not mean being powerless.

I talk to other members of my privileged group about privilege and oppression. I make these conversations part of my daily life.

I connect with other allies.

I am friends with people from groups with whom I do not personally identify.

I know that a target group may question my motive for being an ally. I know that this doubt is valid.
Among People of Color

Angela Davis, "Coalition Building

Women and men can dramatically roll young and styles of presentation that challenge the political content with forms you combine. Make sure you combine women of color movements and we need such organizers in coalitions or pioneering initiatives. You are one of those organizers. If you're not involved yet, you should be. It's just a matter of being bold by a visible Most people get involved as a

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<thead>
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<th>Color:</th>
<th>I can accept leadership from people of color</th>
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<td>I understand the needs of people of color</td>
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<td>I listen carefully so that I can more likely to</td>
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<td>Reaching out to initiate contact with people</td>
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<td>Be of color</td>
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<td>Motion from the dominant group to peers</td>
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<td>Use my privilege to communicate</td>
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<td>Serve to share power with people of color</td>
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<td>I can identify racism as it is happening</td>
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<td>About racism</td>
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<td>Continuously educate myself and others</td>
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<td>Of anti-racism</td>
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<td>Use the language and political worldview</td>
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<td>Of the issues of racism</td>
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<td>Demonstrate knowledge and awareness</td>
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<td>Conflict is part of discussion</td>
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<td>I am present at meetings to make sure</td>
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Checklist for White Allies Against Racism
Tips on Being a Male Ally

1. I understand that empowerment of non-male identified people does not threaten my strength as a man.

2. I am willing and able to call other men out on their actions, words, and issues.

3. I model positive behavior for my friends and other men by setting an example.

4. I demonstrate knowledge and awareness of the issues of gender oppression.

5. I raise issues about gender oppression over and over, both in public and in private.

6. I can identify sexism and gender oppression as it is happening.

7. I can strategize and work in coalition with others to advance anti-sexist work.

8. I understand that non-male identified people often have valid experiences that cause them to feel distrustful, wary, or angry at men. I do not take it as a personal attack. Nor do I try to make them feel guilty for feeling these things about men. I remember that “it’s not all about me.”

In every age, no matter how cruel the oppression carried on by those in power, there have been those who struggled for a different world. I believe this is the genius of humankind, the thing that makes us half divine: the fact that some human beings can envision a world that has never existed.

-Anne Braden, anti-racist activist

**NASCO staff are happy to provide resources and support to organize anti-oppression training that meets the needs of your community. Contact us at info@nasco.coop for more information.**
Being a Class Ally

1. Offer alternatives and/or them.
2. I support others who are pre-
   sent and the layout of the room.
3. To identify myself and introduce others who are pre-
   sent, I use their names when greeting someone.
4. I can’t understand what
   someone is saying, I tell them what I heard and
   what I think they are saying.
5. I can’t understand what
   someone is saying, I tell them what I heard and
   what I think they are saying.
6. I respectfully interrupt class:
   or not child care is available, etc.
7. Work to make meetings and events accessible
   to all students.
8. I recognize how classism intersects with and is
   complicated by other systems of oppression, including
   racism, sexism, ableism, oppression of parents,
   and more.
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Different abled people

Abilities: The