

Allyship

Anti-Racism Toolkit

What is an Ally?

An ally is someone who actively supports First Nations peoples and works towards a more equitable society. As Aboriginal and Torres Strait Islander peoples account for 3.8% of the population, allyship helps challenge the systems and policies that reinforce disadvantage.

Being an ally means respectfully elevating First Nations voices, rather than speaking over them. It involves recognising your own privilege and understanding Australia's history, including dispossession and its ongoing impacts.

Allyship is an ongoing practice. It requires continuous learning, self-reflection, and a commitment to challenging racism, inequality, and systems of privilege.

What Does Good Allyship Look Like?



LEARN

- Learn about First Nations cultures, histories, and the communities where you live and work.
- Understand key terminology such as racism, white privilege, and allyship.
- Reflect on your own privilege and how it shapes your perspective.
- Engage with truth-telling, including Terra Nullius, the Frontier Wars, massacres, and the Stolen Generations.



ACT

- Listen to and centre First Nations voices and leadership.
- Call out racism in everyday settings (workplace, social settings, online).
- Support First Nations organisations.
- Engage respectfully with communities and their needs.
- Advocate for change (e.g. write to MPs, attend rallies or events).



SHARE

- Educate family, friends, and colleagues.
- Amplify First Nations voices on social media.
- Share and recommend First Nations resources.
- Encourage conversations about racism and its impacts.

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What to Avoid As a Good Ally

It is okay to make mistakes, everybody does! The important thing is to listen to the feedback and learn from your mistakes. Here are some common mistakes allies can make:

- Thinking their work is done; an ally's work is never done. Being an ally is a continuous practice of self-reflection, learning and challenging white privilege, oppression, and racism.
- Attending events without invitation. First Nations communities will usually indicate when allies are welcome. It is an ally's responsibility to be culturally aware and understand when you need to support selfdetermination and community control by not showing up.
- Homogenising First Nations Peoples, they make up more than 500 diverse clans with 250 distinct language groups. Their opinions, political views, needs, and causes are diverse.
- Speaking for First Nations Peoples, this is not good ally work. They have a voice and need to be heard on the issues that affect them.



Don't let the fear of making a mistake stop you from trying!

- Proactively promote Aboriginal and Torres Strait Islander voices.
- Be alert and call out blatant or unconscious racism.
- Recognise the discrimination and marginalisation experienced by First Nations people.
- Recognise systemic racism and work behind the scenes to take the required action.
- Be consistent, confident and committed to stand up and act on addressing inequities.