

## **WORKING TO BE IN SOLIDARITY WITH OPPRESSED PEOPLE**

by Anthony J. Nocella II

1. Be invited to the struggle not movement
2. Listen.
3. Articulate one's commitment.
4. Explain one's skills.
5. Explain motivation and personal goals.
6. Be willing to follow and never lead.
7. Be willing to not get credit, but give credit to non-dominate voices.
8. Be willing to take accountability and own one's supremacy and domination.
9. Be willing to be challenged and be called out.
10. Be willing to learn new processes and cultural practices.
11. Be willing to take more risks.
12. Be willing to do more.
13. Be willing to not take money or other benefits
14. Challenge acts by white individuals and agencies that tokenize, patronize, and co-opt.
15. Be willing to leave and not blame other.