For Allies. Black Physicians of Canada guidance on allyship

https://policybase.cma.ca/link/policy14399

**POLICY TYPE**  
Policy endorsement

**DATE**  
2020-12-05

Documents

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**FOR ALLIES**

Black Physicians of Canada guidance on allyship

**HOW YOU CAN HELP**

1. Express gratitude and genuine appreciation when you see allyship in action. Black colleagues and allies know what they’re doing.
2. Speak directly to issues and experiences that affect Black colleagues. Let’s be clear: you have authority as a physician to step in and prevent prejudice from happening.
3. If you witness a microaggression, speak up. Active allyship is a ongoing, work in progress. Let’s not stop here.
4. Ask your Black colleagues how they’re doing. Let’s not pretend that we’re not connected.
5. Support Black colleagues in their efforts to not only survive, but thrive.
6. Be open to feedback from Black colleagues about the way we’re doing things.
7. Be a resource for support and guidance.
8. Selectively prioritize and support Black colleagues in your work.
9. Share your knowledge and experiences with colleagues and students.

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