A starting list of principles for **ETHICAL ENGAGEMENT** with communities to which you do not belong

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1. **LISTEN**
   - Related to what others are communicating through listening and communicating.
   - Minoritized people may have their perspectives suppressed, ignored, or afforded less space and power, but are not without perspectives and experiences to share. Minoritized people are not voiceless.

2. **BE ACCOUNTABLE.**
   - We all make mistakes and need to be called out by others. Accepting and valuing criticism is essential to equitable and just coalition building.

3. **SELF-REFLECT.**
   - When you don’t understand or are surprised by something, turn inwards for a moment. When you make a mistake, be still for a moment. Take time to truly receive and reflect upon what you are being told. Self-reflection should also be a habit, something you return to regularly with or without anything happening that makes you reflect.

4. **COMMIT TO DOING BETTER.**
   - When you make a mistake, apologize sincerely and succinctly (e.g., I’m sorry. Thanks for correcting me) and move forward (e.g., use the correct pronouns, avoid the transphobic phrase). Do not make an excuse or ask others to take on your resulting feelings (e.g., set aside whatever you may have intended to accept and respond to the impact your words and actions have had).

**Existing in solidarity means:**
- listening, being accountable, owning the need to engage in self-reflection, and committing to doing better as you learn.

*Notes*

*Voiceless, here, refers to not shared language, but rather to having a perspective that can be expressed in any language mediacy. Growing a collective model of a social-ecological system that is robust (as opposed to fragmented, though many are all held together by the same logic).*  
*Sites for resources should you want minoritized people to explore go if they themselves have not chosen to be active educators in the content in which you are working with them. Further, their presence or even comfort into conversations and spaces that are minoritized by members of a community to which they do not belong. Being committed to equity and justice also require taking action in the direction of those who are being minoritized in and by our spaces and systems, without putting the ends of this work on those who are being minoritized.*

For more on my approach to teach offering queer ally-based pedagogies in relationship to the development of linguistic, intercultural, intersectional, and other competencies, please see my publications, presentations, and other resources at krisknisely.com

The following pairs also have important connections with the above information and are recommended reading for those interested in additional information and applications of the above principles:


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