



FROM SIDELINES TO FRONTLINES

The Solidarity Checklist
for Providers,
Advocates &
Community
Change-Makers

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THE PEOPLE WE DONT SEE

Chiang Mai, Thailand 2009

- Boys. Young men. Survivors of trafficking.
- No one was talking to them. No one was counting them.
- They were invisible — even to the people whose job was to see the unseen.

**SHOWING UP PROFESSIONALLY
AND
SHOWING UP AS A SOLIDARITY
ACTOR ARE NOT THE SAME THING.**

In one version: do the job, follow the protocol, document the case.
In the other version: use everything you have to change what's possible.

THE SOLIDARITY CHECKLIST IS HOW WE GET TO THE SECOND VERSION.

SIDELINE BARRIERS

WHAT KEEPS US ON THE SIDELINES

**And the
excuses we
all make...**

**"I don't know
where to start"**

**"I don't have
money to give
right now"**

***"I don't have
time"***

**"I don't know
how to be an
ally"**

**"Someone
else will do it"**

"What's the hardest thing for you to say?"

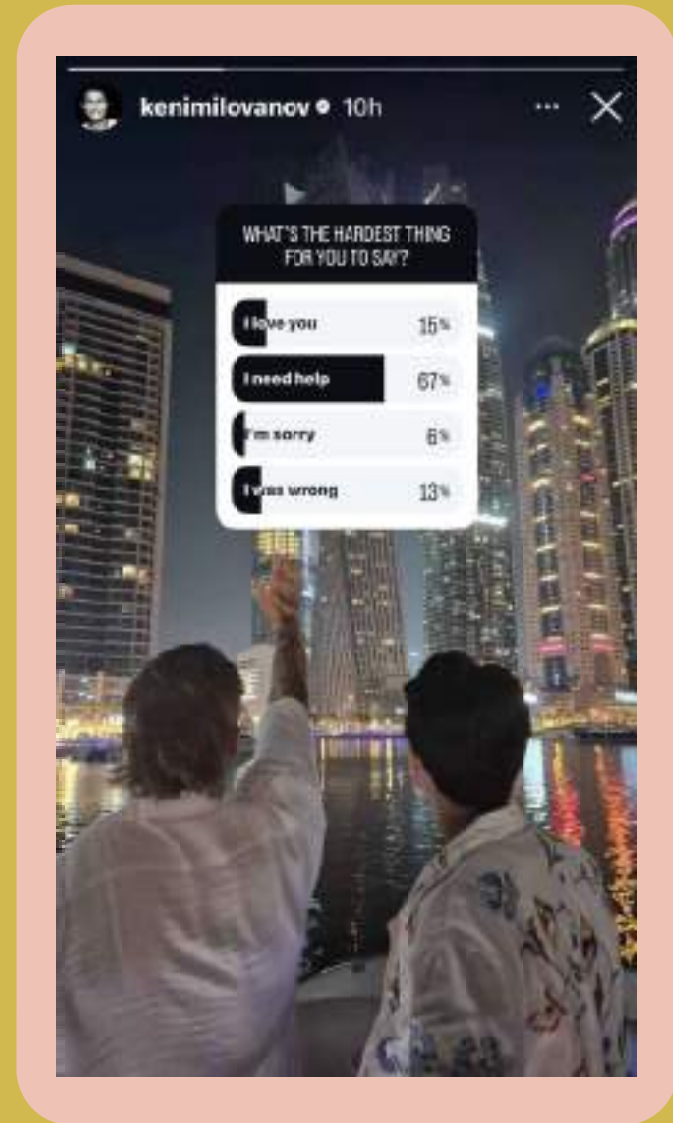
@kenimilovanov

I Love you - 15%

I Need Help - 67%

I'm Sorry - 6%

I was wrong - 13%



SOLIDARITY ≠ CHARITY.
SOLIDARITY ≠ PITY.
SOLIDARITY ≠ SHOWING UP ONCE A YEAR.

Solidarity is choosing to position yourself alongside — not above, not in front of, not at a safe and comfortable distance.

ALLYSHIP SAYS: I SUPPORT YOUR CAUSE.
SOLIDARITY SAYS: I WILL CHANGE HOW I
OPERATE BECAUSE OF IT.

THERE'S A DIFFERENCE

Which one do you want to be?



Ally
The comfortable position

- Wears the pin
- Posts on awareness day
- Says "that's terrible"
- Passive. Symbolic.
- Comfortable

"I support your cause."



Solidarity actor
The committed position

- Changes their referral practices
- Challenges their institution
- Says "what do you need from me?"
- Active. Structural.
- Willing to be wrong in public

"I will change how I operate because of your cause."

I learned the difference the hard way. When I was expelled from Thailand, I found out very quickly who my allies were — and who my solidarity actors were. The difference was who stayed in the fight.

PRO-TIP: THIS IS NOT A BADGE. THIS IS A PRACTICE.



THE SOLIDARITY CHECKLIST:

Four Pillars. Zero Excuses.

- ☐ **One: Start With What You Know.**
- ☐ **Two: Leverage Your Networks.**
- ☐ **Three: Give With Intention.**
- ☐ **Four: Take Your Action-plan from Theory to Practice.**

Pillar One:

START WITH WHAT YOU KNOW



YOUR SKILLS ARE ALREADY THE GIFT

- Stop asking what you don't have. Start asking what you're already holding.
- You are a nurse. A social worker. A case manager. A doctor. An advocate. That IS the resource.

**80%+ OF TRAFFICKING SURVIVORS HAD
CONTACT WITH A HEALTHCARE PROVIDER
WHILE BEING TRAFFICKED – AND WERE NOT
IDENTIFIED. (POLARIS PROJECT, 2024)**

- The question isn't whether you have something to offer. It's whether you're offering it intentionally.

WHAT DOES THAT LOOK LIKE IN THIS ROOM?

- IF YOU'RE A NURSE OR DOCTOR: You may be the first body a survivor has trusted in years. How you show up in that room is solidarity. How you document it matters. Whether you follow up matters.
- IF YOU'RE A SOCIAL WORKER OR CASE MANAGER: The referral you make — and the warmth with which you make it — is solidarity. Whether you follow up is solidarity.
- IF YOU'RE AN ADMINISTRATOR: The culture you build inside your institution is solidarity. Trauma-informed care is not a training. It's a living practice.

Pillar Two:

LEVERAGE YOUR NETWORKS



WHO YOU KNOW IS A SOLIDARITY TOOL

- Every connection in your professional network is a potential resource for someone in crisis. The question is whether you're using it that way.

**"STOP SAYING 'YOU SHOULD REACH OUT.'
START SAYING 'I'LL INTRODUCE YOU.'"**

- The question isn't whether you have something to offer. It's whether you're offering it intentionally.

TURN YOUR NETWORK INTO A FRONTLINE RESOURCE.

- Call the shelter when you have a patient who needs a bed
- → Share the grant opportunity with the advocate stretching a budget
- → Mention the nonprofit at your staff meeting, not just the hospital gala
- → Ask: what does this organization need that my institution already has?
- Meeting spaces. Staff expertise. Pro-bono legal time. A warm handoff. A returned call.

YOUR NETWORK IS NOT A PROFESSIONAL ASSET.
IT IS A SOLIDARITY INFRASTRUCTURE.

Pillar Three:

GIVE WITH INTENTION.

☐ STRATEGIC GIVING IS A RADICAL ACT

- MUTUAL AID VS. CHARITY: Charity flows downward. Mutual aid flows alongside. One can reinforce the power dynamic it claims to disrupt. One doesn't.
- THE SUBSCRIPTION MODEL: \$15/month to a frontline org is worth more than a one-time \$150 donation. Consistency is oxygen for nonprofits.
- YOUR INSTITUTIONAL VOICE: Advocate for your employer to partner with community organizations. That is a solidarity act. Use it.

WHERE YOU SPEND = WHAT YOU SUPPORT.

- Where you eat. Where you shop. What you wear. What you stream.
- Every dollar is a vote for the world you want.
- This is not about perfection. This is about intentionality.

SHOW UP FOR YOUR COMMUNITIES WITH YOUR CHOICES.

Pillar Four:

FROM THEORY TO PRACTICE.



FROM THEORY TO PRACTICE.

- Not “someday.” Not “when things calm down.” Not “after this quarter.”

Today.

TODAY: TAKE YOUR FIRST STEP OFF THE SIDELINES

Identify one frontline org. Follow them. Add them to your referral list. Say their name in a meeting.

5 DAYS: SAY "HELLO"

One email, DM, or call. Introduce yourself as a provider who wants to show up.

15 DAYS: REGISTER & SHOW-UP!

Attend one community meeting, nonprofit event, or CBO gathering – whether virtually or in-person, show up and listen to what's happening in your community.

30 DAYS: CONCRETE ACTION

Establish one recurring commitment. Monthly donation. Quarterly volunteer shift. Standing referral partnership.

60 DAYS: PASS IT ON

Connect two people or organizations. Make the introduction. Change what's possible.

YOUR SOLIDARITY ROADMAP





THE PEOPLE WE DONT SEE

The movement had trained me to see victims. It hadn't trained me to see those boys.

- Systems are designed to make certain people invisible. Your job is to resist that design.
- See who the system doesn't count.
- Name what the system won't name.
- Serve who the system turns away.

**FROM
OBSERVER
TO
GAME
CHANGER**



THANK YOU

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The image features a solid brown background. In the center, there is a rectangular area with a torn paper effect, showing a lighter brown, textured surface. Two diagonal strips of a darker brown color, resembling tape, are placed over the top-left and bottom-right corners of this central area. The text is written in a bold, white, sans-serif font with a slight drop shadow, making it stand out against the textured background.

**"ALLYSHIP SAYS: I
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