

9 ALLY PRO TIPS



- #1. Don't get bogged down in an LGBTQ+ debate.
- #2. Share your pronouns regularly.
- #3. Don't assume people's relationships.
- #4. 'Queer the space.' Demonstrate your 2S & LGBTQ+ savvy and inclusion often.
- #5. Provide additional support for 2S & LGBTQ+ People.
- #6. Replace your slurs. Change your second thought.
- #7. Move the narrative away from homophobia and transphobia toward celebration.
- #8. Participate in Pride.
- #9. Use the tools available to you.

#1. Don't get bogged down in an LGBTQ debate. Instead, share the benefits of diversity and lead by example. Model inclusion. Avoid engaging in religious and moral arguments. Move on. Discrimination has already taken up too much space and time.

#2. Share your pronouns regularly. Use 'they/them' more. Don't assume the pronouns/gender of others. Normalize asking everyone's pronouns. Try using 'they' instead of 'he or she' when you don't know. By sharing your pronouns, you are sharing that you are an ally for others to express their gender.

#3. Don't assume people's relationship with each other. Let people share what they are comfortable with, don't force them 'out.' You will often get it wrong, so avoid putting your foot in your mouth. *For example, people are tired of saying, "No, that's not my sister, she's my wife," or "that's actually my 2nd father."*

#4. 'Queer the space'; demonstrate your 2S & LGBTQ+ savvy, inclusion, and awareness often. Do not rely on LGBTQ+ people to always bring up the LGBTQ+ point of view. By bringing up LGBTQ+ issues, displaying your allyship and being visible as an ally, you create a climate of LGBTQ+ inclusion. A true ally will do the same even when there aren't LGBTQ+ people around.

9 ALLY PRO TIPS



#5. Provide additional support for LGBTQ+ People. LGBTQ+ people report additional discrimination, isolation, and struggles than the general population.

- Check-in more, regularly scheduled.
- Create support groups for youth and adults, separately
- Connect 2S & LGBTQ+ people with support and peers to help them avoid being the 'only.'
- Just listen...
- Frustration is often part of their process, witness it and help them through
- Coach towards leadership, as 2S & LGBTQ+ people are often overlooked. LGBTQ+ Women - especially women of colour - are vastly underrepresented at every stage in the management pipeline, even when compared to LGBTQ+ Men.

#6. Replace your slur(s). You can't help your first thought, but you can change your second thought and words. If you are someone who struggles with inadvertently using a discriminatory slur, then your words are likely hurting people. A good strategy is to replace the word you often say with something that is not offensive. You will eventually break yourself from the habit. If you think something that is discriminatory, notice it, then decide to say something else or nothing.

#7. Move the narrative away from homophobia/transphobia toward celebration

(The LGBTQ+ Community is fantastic.) Too often, an LGBTQ+ conversation is negative, which sustains negative stereotypes like the myth of a "hard life." The LGBTQ+ Community is thriving. LGBTQ+ people have happy, successful lives like everyone else.

#8. Participate in Pride. During Pride months, weeks or days, show your support. Join us at Pride Parades. Display rainbows. Demonstrate inclusivity.

#9. Use the tools available to you. Everyone has different areas of influence. Think about how you could demonstrate allyship in your work and social life. Is there a structure you can update to be trans-inclusive, such as paperwork or facilities? Can you measure employee performance in diversity and inclusion? Can you display an 'Ally' symbol? Can you teach others? Can you lead a change?

9 ALLY PRO TIPS



What are some changes you can try to make in your community?

Brainstorm

Steps to take now:

Steps to take soon:

Steps to take in the future:

9 ALLY PRO TIPS

