

BE VISIBLE

Many LGBTIQ+ people hide parts of their identity when they don't know if they are in a safe space. It is important to always signal that you are an ally, because you don't always know if someone is LGBTIQ+.

There are many ways you can signal that you are an ally:

- Display rainbows or safe space posters in your work, school or community spaces
- Wear clothing showing your support (e.g., flag pins/badges and lanyards)
- Share your pronouns (or wear a pronoun badge) and ask for theirs if they're comfortable.
- Do not assume someone is cisgender or heterosexual. Use gender neutral pronouns and terms until you have more information.
- Consistently normalise LGBTIQ+ identities and experiences in all situations.
- Use gender neutral collective terms.
- Ensure other people in the space are also allies.



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BEING AN LGBTIQ+ ALLY

A guide to supporting
LGBTIQ+ people



WHAT'S AN LGBTIQA+ ALLY?

Allyship is about supporting not just the LGBTIQA+ people you know, but also actively creating a world where all LGBTIQA+ people can feel safe to be themselves.

An LGBTIQA+ ally is someone who:

- Consistently supports and stands up for all LGBTIQA+ people
- Advocates for the inclusion of LGBTIQA+ people in all spaces
- Commits to change by actively challenging discrimination and bigotry
- Works to eliminate oppression of LGBTIQA+ people
- Normalises the identities and experiences of LGBTIQA+ people



TIPS TO BE AN ALLY

Educate yourself

Do your own research to better understand and correct misinformation that you hear.

Don't assume

It's important to know that every person's sexuality, gender identity and expression may be different. Ask when unsure, and listen.

Share your pronouns

Include pronouns in social media bios, email signatures and name badges, introduce yourself with your pronouns when you meet new people – even if you are cisgender!

Check your privilege

Listen to and consider the voices typically not heard. Issues like racism, ableism, ageism, religious oppression and fatphobia intersect with our identity and impact the experiences of the LGBTIQA+ community.

Advocate

Speak up and show you support for LGBTIQA+ people and communities. Learn the needs of the community and make sure your work reinforces positive change.

Call out harmful words and actions

Call out any hurtful language, remarks or jokes that are inappropriate. Seek out other allies who will support you in this effort.

BE ACTIVE

Sometimes people say harmful things because they think it's acceptable (e.g., "That's so gay", or "He was born a boy and I don't care if he thinks he's a girl").

It can feel hard to confront someone, but if we don't speak up, anti-LGBTIQA+ attitudes and behaviours will continue.

Allies can challenge hurtful behaviour by saying things like;

- "Being gay is not an insult"
- "Statements like that are offensive and are not acceptable."
- "We don't speak like that here"
- "I will not tolerate your offensive views"
- "All LGBTIQA+ people deserve respect"

If you feel safe, say something even if you are not sure what to say. It is okay to not know everything. Do your best, let them know what they said is unacceptable.

