



Empowered Allies



Practicing Allyship in the Workplace

- Engage with your local community and LGBTQ+ issues
 - Develop staff networks and sector networking to promote dialogue
 - Seek advice from community groups, colleagues, stakeholders
- Celebrate Pride in a meaningful way
- Be conscious of stereotyping and passive discrimination
- Recognise and call out instances of discrimination
- Be careful around disclosure and confidentiality
- Pronouns - positivity & policy
- Policy
 - Transition
 - Discrimination
 - Complaints & Procedures
 - Hiring practices
- Monitor LGBTQ+ demographics and set goals for inclusion along relevant metrics

**Expand your
consumption
and continue
your learning!**





Allyship 101s

Education is the first step

- Learn the history, engage with the culture, seek diverse viewpoints. It's fun, we promise!
- Listen and pass the mic when you need to.
- Share your learnings with your colleagues, family, friends.
- Diversify your kids' bookshelves!

Accept it won't always be easy

- Be prepared to make mistakes and learn new ideas.
- Be open to unlearning assumptions and language patterns.
- Be the one to have difficult conversations on our behalf.
- Resist the need to seek validation, be prepared to work quietly.
- Understand there's more than just Pride on the agenda.

Use any power you have

- Speak up for queer people in your work - not just your colleagues, but anyone in your professional orbit.
- Vote with equality on the agenda, hold politicians accountable.
- Engage critically with media and advocate for a fairer press.
- Do what you can to keep your queer friends safe.
- Support queer groups and businesses.



Trans & Non-Binary Allyship

Don't ask intrusive questions of them or their loved ones

- About their bodies or medical history
- About their deadname
- About their sexual orientation or identity

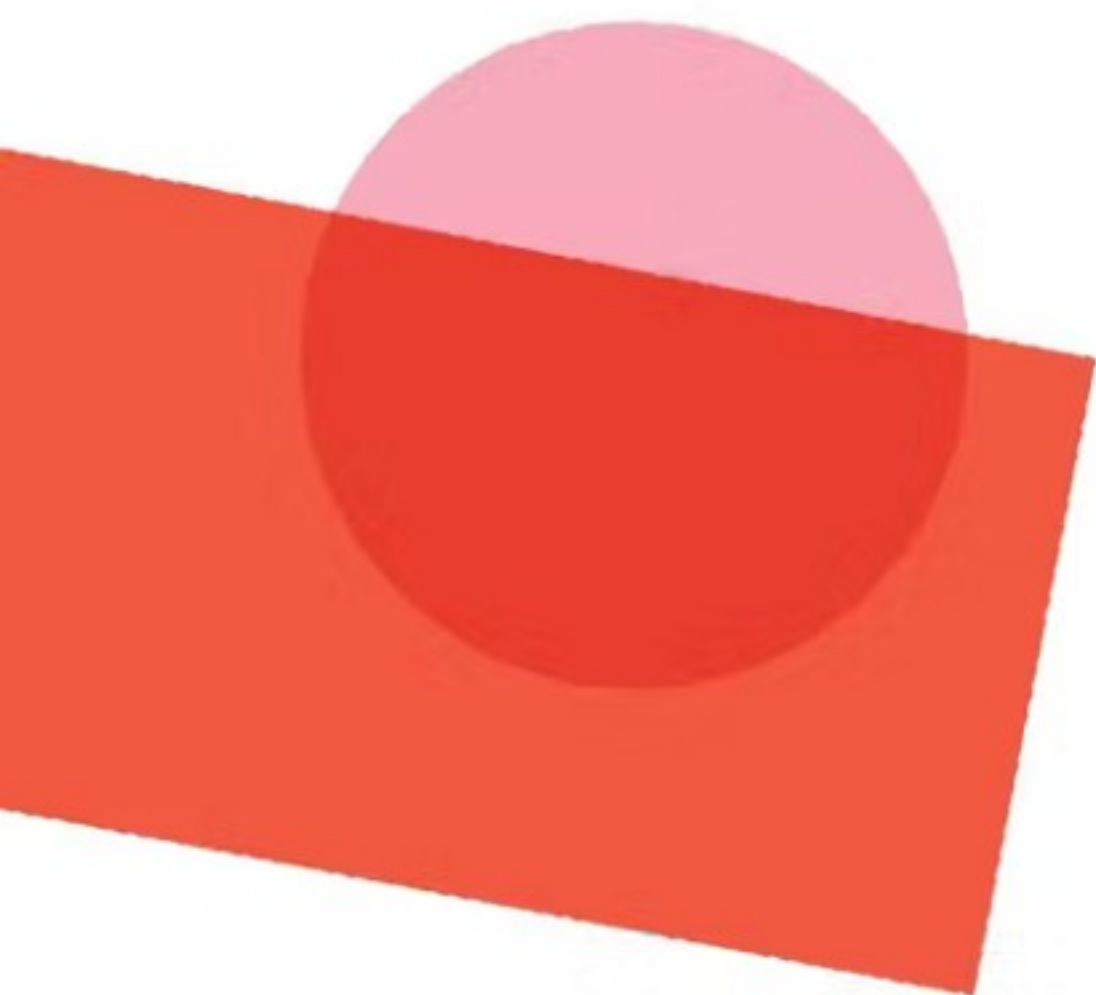
Avoid assumptions & microaggressions

- Not every trans or non-binary person has the same journey
- Avoid making back-handed compliments
- Be cautious with disclosure and confidentiality

Stand firmly against transphobia

- Don't support, indulge or endorse any transphobic media or high-profile commentators
- Learn the facts, correct and clarify transphobic myths and red herrings
- Correct others on language and pronouns, make small adjustments to your own language.
- Reflect on the ways transphobia harms all of us and how you might change that

Listen to trans & non-binary people from a range of backgrounds & experiences.





Gender Neutral Pronouns & Language

Example:

Max has just joined our youth group, **they** are interested in rock climbing and knitting.

Where is Max? Has anyone seen **them**?

Hey Max, how are you?

- Correct yourself and others if a mistake is made
- Don't make a big deal of it but follow up if necessary
- Don't centre yourself in the apology
- Practice in your head or when they're not around

Forms:

- How much do you need to know?
- Make it optional if possible
- Write-in boxes
- Ask for pronouns instead if you can
- Allow people to select more than one option
- Always allow "prefer not to say"

Pronoun positivity:

- Introduce yourself with your pronouns.
- List them where you can!
- Don't make assumptions.
- Take it as an opportunity to educate and share.



