

Be Visible

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

There are many ways you can signal that you are an ally, such as:

- Display rainbows or safe space posters your work, school or community spaces
- Wear clothing showing your support, like **flag pins, badges** and **lanyards**
- Share your pronouns or wear a pronoun badge, and ask for theirs if they are 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




Freedom

BEING AN LGBTIQ+ ALLY




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What is an LGBTIQ+ Ally?

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

An LGBTIQ+ ally is someone who:

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

Tips to be an Ally

Educate yourself

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

Do not assume

Understand 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.

Check your privilege

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

Advocate

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

Be Active

Sometimes people say harmful things because they think it is acceptable, like ***"That is so gay"***, or ***"He was born a boy and I do not care if he thinks he is a girl"***.

It can feel hard to confront someone, but if we do not speak up, anti-LGBTIQ+ attitudes and behaviours will continue.

Allies can challenge hurtful behaviour by saying things like:

- "Using gay as an insult is not ok"
- "Statements like that are offensive and are not acceptable"
- "We do not speak like that here"
- "I will not tolerate your offensive views"
- "All LGBTIQ+ 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.

