



Tips on how to be an ally

1 Stand up for inclusion:

An ally's first job is to help make our work environment a safe space by standing up against everything that makes it non-safe: offensive comments, invasive questions, exclusion of team members.

Example: Be the person that interrupts an offensive joke in a meeting (or at least don't join in).

2 Don't make assumptions

We often assume that our experiences in the workplace are shared by all. To be an ally we need to understand our assumptions may not always be accurate. Be open, listen, and respectfully ask questions to understand your colleague's reality.

Example: Instead of asking "do you have a girlfriend?" try asking "do you have a partner?" or "are you in a relationship?"

3 Educate yourself

There is so much to learn about LGBTQ+ culture and experience, and the relevant knowledge is very culture and country specific. As an ally you can actively educate yourself through interpersonal connections, popular culture sources (book, podcasts, TV shows), and more.

Example: Go to the playlist created by our LGBTQ+ employees and choose a book to read or a movie to watch to deepen your understanding of LGBTQ+ experiences.

4 Encourage others to join you

Use your circles of influence to spread the word and help others become more aware of inclusion topics.

Example: You can hold a training on inclusion in your unit; invite your team to volunteer in LGBTQ+ related activities and so on...

5 Send the right signal

An ally is a better ally when people know about them. It is important to signal your "Allyship" so community members can approach you and know they can find an open door with you.

Add pronouns and/or pride logos to your email signature; Put a pride flag in your office, a laptop sticker, or use a pride-colored badge holder for your employee badge.

6 Create opportunities for diverse voices to be heard

Be aware of who is missing around the table or is not being heard. Help create a space for diverse voices to be heard in your work environment. As an ally it's great to be an advocate but it's even better to create the stage for people to speak for themselves.

Example: invite LGBTQ+ colleagues to share their stories in your team, and more broadly. Help create an inclusive conversation: notice when people are being interrupted and help them complete their idea; give credit to others for their ideas.