

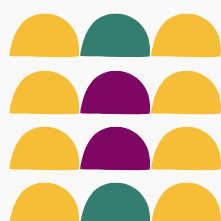


7 THINGS YOU CAN DO AS A STRAIGHT ALLY FOR LGBT PEOPLE



LEARN...

about LGBT people's histories, experiences and challenges.



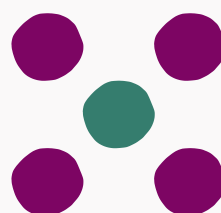
FAMILIARIZE YOURSELF...

with relevant terminology to make the language you use more inclusive and welcoming.



REFLECT...

on yourself, your privileges and the assumptions you may have about LGBT people and same-sex relationships.



SUPPORT...

but don't step in or help on their behalf, especially if they don't want or need your help.



LISTEN ACTIVELY...

by stop talking and being present. Understand and ask questions. Don't assume you know the answer and don't think you know what they are trying to say.



CHALLENGE HOMOPHOBIC & BIPHOBIC COMMENTS...

when you hear them. When you hear a dismissing joke about LGBT people ask whether they would say the same about a straight person. Encourage them to reflect on their behaviour. Consider this a learning moment rather than a chance to cause shame or embarrassment.



CALL OUT BIASES...

whenever you can. Ensure that you and your team members are aware of bias against non-heterosexual people when evaluating performance. Note explicitly what constitutes excellent performance and ensure that goals are stated, understood and easy to measure.

Funders:



Partner organizations:

