

**ALL
SEXUALITIES,
CULTURES,
& GENDER
IDENTITIES
ARE
WELCOME
HERE**



HOW TO BE A GOOD ALLY

START BY LISTENING



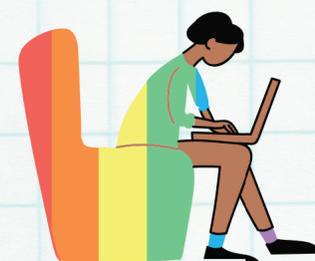
Coming to terms with a new sexual or gender identity can be a challenging and overwhelming experience and sometimes people just need to talk it out. Providing someone with a shoulder to lean on in a non-judgemental, confidential, safe space is a great way to be a good ally.

Assure them that you will respect their privacy and listen without jumping to conclusions. Just because someone is talking about their identity doesn't mean they've settled on a label or need you to take action. If they need your advice, they will ask.

EDUCATE YOURSELF

Expecting your LGBTIQ+ colleagues to do all the emotional labour it takes to teach you about their identity or sexuality is not being a good ally. Taking some time to educate yourself, reading up on the popular discussion around the subject, and learning as much as you can about the LGBTIQ+ is a great way to be a good ally.

By doing this you also develop your ability to educate others about the LGBTIQ+ community, reducing the impact on individuals to explain themselves over and over. Remember to check in with your friend about where they're at on their journey and what they feel comfortable other people knowing before disclosing this information to others.



STAY OPEN MINDED



No two LGBTIQ+ people are the same or have the same experiences. Remember to keep an open mind when it comes to gender identity and sexuality. Don't be surprised if you come across the unexpected. Don't be afraid to ask questions.

For example, not all non-binary people use they/them pronouns. This doesn't mean their gender identity is any less valid. Keeping an open mind, listening, and being open to learning are great ways to be a good ally.

STAND UP AND BE PROUD

Just because you're supportive of the LGBTIQ+ community doesn't mean everyone is and being a good ally is a full-time role. Standing up to people that say or do discriminatory things, even when someone LGBTIQ+ isn't present, is a crucial step toward eradicating prejudice. This means calling out discriminatory jokes, speaking out against discriminatory policy or practice, correcting pronouns, and educating others.

This takes the strain off your friend, family member, or colleague from constantly having to fight their own fight. An easy and effective method is putting your pronouns in your email signature, on your name tag, or on your online profile, even if you are cisgender.



HAND OVER THE MIC



While it is important to stand up for the LGBTIQ+ community, to educate yourself, and others, it's important to consider your privilege and to take a step back when necessary.

Remember to amplify the voices of the LGBTIQ+ community and allow them to speak for themselves. Listen deeply and take actions based on their advice and wherever possible provide them with the means of expressing their needs and wants.

THIS CLASSROOM IS AN
LGBTIQ+⁺
SAFE SPACE



PRONOUNS?

It's super important to respect people's pronouns. And it's super easy! But what is a "PRONOUN"?

Pronouns are words like:

HE/HIM/HIS

THEY/THEM/THEIRS

SHE/HER/HERS

They are words that we use to refer to other people.

He/him/his pronouns and she/her/hers pronouns are GENDERED pronouns.

They/them/theirs are GENDER NEUTRAL pronouns.

Using gender-neutral pronouns:

"Oh no! Someone left their wallet behind! I hope they're okay. We should try and find them."

"I hear you have a new student in your class! Have you met them? What's their name? When did they start?"

LITTLE THINGS MAKE A BIG DIFFERENCE:

ASK FOR PRONOUNS (DON'T ASSUME)

CHECK WITH PEOPLE ABOUT WORDS LIKE "DUDE", "GIRL"

PUT YOUR PRONOUNS IN YOUR PROFILE/EMAIL SIG. (EVEN IF YOU'RE CIS)

TRY USING INCLUSIVE GREETINGS LIKE "FOLKS", "PEOPLE", "EVERYONE"

PRONOUNS?

TLDR: PRACTICE, PRACTICE, PRACTICE!

Some people have more than one set of preferred pronouns!
Like he/they and she/they.

You can't assume you know what someone's pronouns are by looking at them.

It's okay to make mistakes, just correct yourself, and keep trying your best.

People's pronouns can change.

Make sure you use people's correct pronouns even when they're not there.

Always strive to use someone's correct pronouns, even if you don't like them!

HOW TO: PRONOUNS

SUPPORT YOUR GENDER-DIVERSE COMMUNITY

#1: ASKING FOR PRONOUNS

Hello!
My name is Pink,
I use they/them
pronouns.

Hello, I'm
blue.

Hi Blue!
Which pronouns
do you use?

Oh, I use
she/her
pronouns.

Awesome, thanks!

#2: CORRECTING SOMEONE

Yeah so I was
talking to Pink and
he said to check the
group chat.

Hey, just letting you
know that Pink uses
they/them pronouns.

Oh, thanks! Yeah, so
they said to check
the group chat.

Okay thanks, will do!

#3: USING MULTIPLE PRONOUNS

Hey, Purple just sent
me a message.
They're using he/they
pronouns now.

Sweet, no worries!
When did they say
they would meet us?
Is he on his way?

Yeah, he said he'd
catch the train. They
should be here in like
half an hour.

Awesome! Can't wait
to see them!

#4: MAKING THEM FEEL SAFE

Hey, thank you for letting me know your
pronouns. Is it okay for me to use these
pronouns in front of your family?

Hey, Pink is using they/them pronouns
but isn't out to their family yet. Please
make sure you use he/him pronouns
around their family.

Do you have any preferences for
things like "bud, lady, dude, man,
friend, girl"?

PRIDE FLAGS



GAY MEN'S PRIDE FLAG



LESBIAN PRIDE FLAG



BISEXUAL PRIDE FLAG



PANSEXUAL PRIDE FLAG



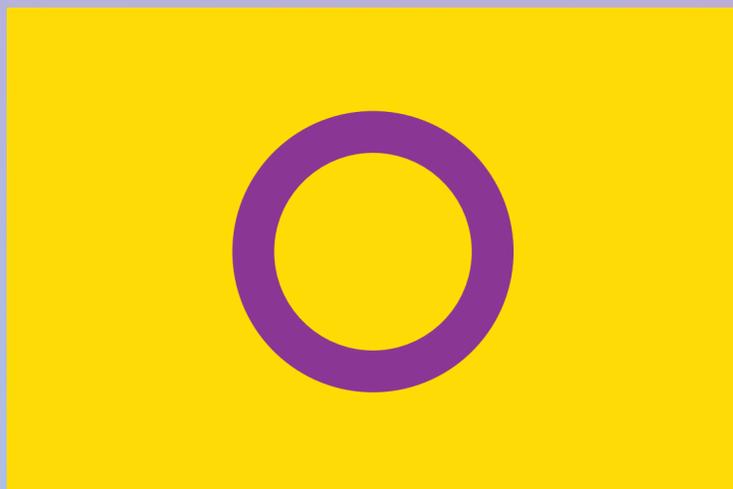
ASEXUAL PRIDE FLAG



TRANSGENDER PRIDE FLAG



NONBINARY PRIDE FLAG



INTERSEX PRIDE FLAG



PRIDE PROGRESS FLAG