



Ideas for Allies

What Can I Do?

A starter list of things you can do to be supportive, confront trans/bi/homophobia, and resist heterosexism.

- Avoid using the term 'homosexual'; it is an outdated clinical term.
- Refuse to tolerate anti-LGBTQ comments, attitude, remarks, or jokes.
- As others that any anti-LGBTQ humor displayed in common areas be removed completely or placed within private office or living spaces.
- Report any harassment or discriminatory behavior to the appropriate officials.
- Have available referral information for services which people who are LGBTQ might need.
- Do not assume that everyone you meet is heterosexual.
- Use inclusive, non-gender specific language that does not assume heterosexuality in others. Use inclusive language in conversation and also in written materials, policies, forms, etc.
- Attend events, meetings, or programs sponsored by or for people who are LGBTQ.
- Gain experience by talking to people who identify as LGBTQ. Learn from their experiences.
- Maintain a balanced perspective. Remember that everyone is a multi-faceted individual whose sexuality and gender identity are only parts of their total life.
- Assume that in any setting, there are people who are LGBTQ who are wondering how safe the environment is for them.
- Examine your own biases and fears. If you are uncomfortable with the issue, this will be communicated to others. Your ability to be open and accepting will be limited by unexamined beliefs and attitudes. Be willing to look at the areas with which you are uncomfortable. Be willing to talk about your doubts, fears, and uncertainties with others so that you can address them properly.