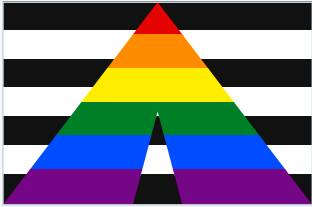


# Being an LGBTQIA+ Ally

A practical guide to showing up — at home, at work and in your community

Allyship is something you do, not a title you claim. It's a daily practice of listening, learning and using whatever influence you have to make life safer and fairer for LGBTQIA+ people. You won't always get it right — none of us do. What matters is that you keep showing up.



**The Ally flag.** Black and white stripes with a rainbow chevron forming an 'A' for ally. People wear it to show — visibly — that they stand with the LGBTQIA+ community. Allyship is the action behind the symbol.

## START BY LISTENING

The most useful thing an ally can do is listen — really listen — to LGBTQIA+ people, and believe them about their own lives. Read, follow and learn from queer voices. Don't expect the people around you to educate you on demand; do your own homework, and treat what you learn as a starting point, not the finish line.

## EVERYDAY ALLYSHIP

- **Don't assume.** You can't tell someone's identity by looking — avoid guessing partners, pronouns or labels.
- **Share your pronouns** — in your email sign-off, your introductions, your name badge. It signals that everyone is safe to do the same.
- **Use the words people use for themselves**, including their name and pronouns.
- **Never out anyone.** Someone's identity is theirs to share, in their own time.
- **Challenge "banter".** A quiet "that's not okay" when someone makes a homophobic or transphobic joke does more than you think.
- **Amplify, don't speak over.** Pass the mic to LGBTQIA+ people rather than speaking for them.

## LANGUAGE & PRONOUNS

If you're unsure of someone's pronouns, it's fine to ask gently and privately: "What pronouns do you use?" If you slip up and use the wrong word, don't make a drama of it — correct yourself, say a quick sorry, and carry on. Over-apologising puts the burden back on the person you misgendered.

## WHEN YOU GET IT WRONG

You will get things wrong sometimes — good allyship isn't about being perfect, it's about how you respond. Own it, don't get defensive, don't make it about your feelings, and do better next time. Guilt helps no one; changed behaviour helps everyone.

## IF SOMEONE COMES OUT TO YOU

If someone trusts you enough to come out to you, that's a privilege. Keep it simple: thank them for telling you, follow their lead on how much they want to talk, and keep it to yourself unless they say otherwise. You don't need the perfect words — 'thank you for telling me, I'm here for you' is plenty. Don't make it about you, don't pry for details, and don't pass it on.

## AT WORK & SCHOOL

- Push for inclusive policies, gender-neutral facilities and forms that don't force people into boxes.
- Make meetings and classrooms places where people can be out safely — or not — without comment.
- Support colleagues and students; don't put them in the spotlight or treat anyone as the 'spokesperson' for a whole community.
- Mark LGBTQIA+ moments all year, not only during Pride season.

## ALLYSHIP AT PRIDE

Allies are welcome at Pride — it's a celebration and a protest, and the more people standing alongside the community, the stronger it is. Come to celebrate, follow the community's lead, and remember the day isn't about you. Pride began as a stand against injustice; honour that by carrying your support into the rest of the year.

### ALLYSHIP TO AVOID

**Performative allyship** — a rainbow logo in summer and silence the rest of the year. **Centring yourself** — seeking thanks, or making someone's coming out about your reaction. **"I don't see labels"** — people's identities are real and worth seeing; erasing them isn't kindness. And don't expect praise for basic decency.

## KEEP GOING

Allyship is a year-round practice, not a one-off. Keep listening, keep learning, keep showing up — especially when it's not easy and no one's watching. That's what makes the difference.

### THREE THINGS TO TRY THIS WEEK

Add your pronouns to your email signature. · Follow and learn from a few LGBTQIA+ voices. · The next time you hear a hurtful 'joke', say something.