

EQUALITY INSTITUTE

5 THINGS YOU CAN DO TODAY TO BE AN AUTHENTIC LGBTQ+ ALLY

1. Educate yourself on what the letters mean, especially the spectrum of gender and sexuality. Remember: it's not just two boxes, male and female, or straight and gay. There is a lot of gender and sexual identity diversity. Think outside the box.
2. Educate yourself on the laws which may or may not protect your LGBTQ loved ones. For example, as of July 2020, it's still legal to deny someone LGBTQ (or assumed to be) access to housing or public accommodations in about 27 states. If you disagree with that, speak up and vote to promote change – LGBTQ-inclusive protections can also happen at the city or county level. Find out the status in your area at www.LGBTMap.org.
3. Have a zero tolerance policy with micro-aggressions (subtle comments which are acts of exclusion). For example, speak up if you hear "That's so gay." Approach your allyship from a place of curiosity, not confrontation (i.e., "What did you mean when you said, 'that so gay'"?)
4. Add your pronouns to your email signature and your LinkedIn profile and start sharing them at the beginning of meetings to "normalize" the sharing of pronouns and send a signal that LGBTQ folks can trust you to come out.
5. Look for ways to personally connect with your LGBTQ colleagues simply by being yourself, asking open-ended questions, and having empathy.