



LGBTQ+ ALLYSHIP

"When you put love out in the world it travels, and it can touch people and reach people in ways that we never even expected." -Laverne Cox



Eboné's ALLYSHIP TIPS

- 1 **Change your language (and images)**
Inclusive language is language that does not exclude or stereotype based on individual characteristics.
- 2 **Champion your local LGBTQ+ community**
Who are you doing business with in your community and how do you show up for your local LGBTQ+ organizations?
- 3 **Create opportunities for others to share their pronouns**
Always use someone's preferred pronouns, and if you make a mistake, apologize and move on. It's okay!
- 4 **Listen and ask with empathy**
Resource: Brené Brown's Empathy Video
- 5 **Intentional Unlearning & Learning**
Get specific! What areas of the community do you want to lend your support and learn more? LGBTQ youth, Trans women of color, education, homelessness, etc.
- 6 **Show up for your queer family members and colleagues**

7 **Call out homophobia when you see it**

Speaking up is one of the most powerful tools you have. Use it!

8 **Volunteer at a local LGBTQ+ charity**

LGBTQ+ organizations are right in your backyard. They're just one click away!

LGBTQ+ TERMS

- **LGBTQ/LGBTQ+/LGBTQIA:** Lesbian, Gay, Bisexual, Trans, Queer (or questioning), Intersex, Asexual (or allies). The plus is inclusive of folks who don't necessarily identify with any of these labels.
- **Lesbian:** A woman attracted to another woman.
- **Gay:** A person attracted to the same sex. Often used to describe a gay male and used as an identifier for anyone who is not heterosexual.
- **Bisexual / Bi:** Being attracted to two genders.
- **Transgender / Trans:** a person who doesn't identify with the gender identity they were assigned at birth.
- **Queer:** An umbrella term describing anyone who identifies as something other than straight. Encompassing of LGBTQ community.
- **Questioning:** An individual who is exploring their sexual orientation or gender identity.
- **Non-binary (Gender nonconforming):** Someone who doesn't identify with any gender. Most use "they/them" pronouns.

