Practical Tips for Being an LGBTQIA+ Ally

For LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, and intersex) people, an **ALLY** is an individual or organisation who actively supports and advocates for the equal treatment of LGBTQIA+ people, including safe and inclusive workplaces for members of the LGBTQIA+ communities.

Everyone can be an ally for LGBTQIA+ people, regardless of whether or not you identify as LGBTQIA+.

DO
- ☺ interact with LGBTQIA+ people with courtesy and respect
- ☺ be aware and educate yourself about LGBTQIA+ issues, including by listening to individuals' and communities' experiences and concerns
- ☺ demonstrate visible support and advocate for LGBTQIA+ equality, including by elevating LGBTQIA+ people's voices
- ☺ "call out" (challenge and report) homophobic, transphobic and other discriminatory behaviour, including harassment or bullying within the workplace (e.g. hurtful language, harmful stereotyping and inappropriate jokes)
- ☺ use inclusive language, rather than making assumptions (e.g. use "partner" rather than assuming that a person is in a relationship with a person of the opposite sex)
- ☺ use person-centred language, including correct pronouns in communications (if you're unsure, just ask!)
- ☺ be mindful of confidentiality and privacy
- ☺ talk to the people around you and encourage them to join you as allies

DON'T
- ☹ ridicule, harass, bully or discriminate against LGBTQIA+ people
- ☹ stereotype or make assumptions about LGBTQIA+ people, their sexual orientation or gender identity
- ☹ "out" (publicise) the sexual orientation or gender identity of any individual without their consent
- ☹ ask intrusive questions about a person's sexual orientation or gender identity

RESOURCES
- Diversity and Equality Committee, NSW Bar Association, CPD Session on LGBTQIA+ Allyship (14 November 2022) with accompanying slides by Chris Nelson, ACON and Dean Clifford-Jones, Pride in Law.
- Other resources are available on the NSW Bar Association's Supporting LGBTQIA+ Inclusivity webpage