



Practical Tips for Being an LGBTQI Ally

For LGBTQI (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 LGBTQI people, including safe and inclusive workplaces for members of the LGBTQI communities.

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

DO

- ☺ interact with LGBTQI people with courtesy and respect
- ☺ be aware and educate yourself about LGBTQI issues, including by listening to individuals' and communities' experiences and concerns
- ☺ demonstrate visible support and advocate for LGBTQI equality, including by elevating LGBTQI 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 LGBTQI people
- ☹ stereotype or make assumptions about LGBTQI 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 [LGBTQI 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 LGBTQI Inclusivity webpage](#)