

# I AM AN ALLY TO THE LGBTQI COMMUNITY



I managed the political campaign of a lesbian woman at a time when doing so was unpopular.

**#LOVENOTLABELS**

I don't ask friends to label their sexual orientation.



I know that everyone deserves love, and that all love is equal.

**LESBIAN**



I refer to my spouse as "my partner" to normalize love regardless of gender and gender identity.



Even though I don't identify as gay, I still attend Pride Week events.

**NOT COOL!**

I speak up when a friend or colleague uses the word "gay" in a derogatory manner.



My son only had girlfriends in the past, until one day he came home with a boyfriend. My spouse and I welcomed them with open arms.

**GAY**

I make it known I'm an ally.



**BI**

I support companies that depict non-traditional family structures in their advertising.

I always had been in straight relationships, but came out to my friends and family when I fell in love with a person of the same sex.

When I don't know something, I educate myself by asking respectful questions.

I have conversations with people who are not open to the LGBTQI community and share my message of acceptance.

I call out instances of homophobia and transphobia in public.

**HEY,  
DON'T HATE**

I explained to my four-year-old that (contrary to what he was told by his teacher) not all boys grow up to be men and not all girls grow up to be women— and that's okay.

Whenever there is reference to "men" or "women," I find a nice way to remind people that gender is not that narrow.

I read articles about kids and adults struggling with their gender to better understand their perspective.

**QUESTIONING  
/QUEER**

My co-worker asked me to refer to them as "they" instead of "she," and I gladly did so.

I'm not sure what my sexual orientation is, and I'm fine with it.

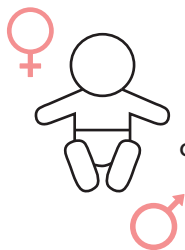


When my daughter didn't want to wear a dress to prom, we went shopping together for a tux.



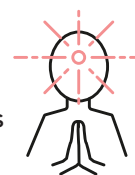
When I opened my business, I installed gender-neutral washrooms.

## INTERSEX



We had an intersex child and refused the "necessary" surgery that doctors suggested. Our child's gender is not our decision.

I think gender identity is something that an individual has to figure out for themselves.



I believe that we can all help create a world where everyone feels safe and supported to live authentically.

**I create inclusive workplaces. I build a better world. I am an ally.**



**CATALYST**  
WORKPLACES THAT WORK FOR WOMEN



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