



Tips to be an Ally

What is an Ally?

An Ally is a person of any sexual orientation or gender identity who supports and honors diversity, who works toward combating homophobia and transphobia, and is willing to explore and understand these forms of bias within themselves.

How do I become an Ally?

- 1-Understand the privilege you have and be willing to explore it.
 - 2-Seek knowledge and education from valid and affirming sources.
 - 3-Listen and mirror language and emotions.
 - 4-Speak up, but not over the group you are an ally to.
 - 5-When you make a mistake, own up to it and make it better
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How to speak up

- 1-Repeat what they say, while leaving out the problematic part.
 - 2-Say "That language isn't tolerated here"
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What do I do when I make a mistake?

Apologize, move on, and don't do it again.

What do you do?

For example, "You have a new trans survivor in your office and you are doing initial paperwork to get them into the shelter. During the conversation you ask, "What pronouns do you use?", and they reply "he/him". Several weeks later he has gotten settled in shelter and is having luck finding employment. While talking to the advocate who will do the exit interview with him, you use "she/her" pronouns during the conversation. What do you do?"

"She will meet...excuse me, he will be meeting with you at 3pm."

"I apologize, Alex uses he/him pronouns. He will be in your office in a few hours"

Make sure to use correct pronouns after!
