

How to be an LGBTQ+ Ally

- Always assume you're in the presence of an LGBTQ+ person or at least in the presence of someone who loves an LGBTQ+ person.
- Use LGBTQ+ inclusive language (e.g., “partner” or “significant other”) in both day-to-day conversations and official corporate communications.
- Support corporate policy and enforcement equality for all employees, regardless of sexual orientation or gender identity.
- Listen for and avoid comments or questions that presume heterosexuality.
- Ask your LGBTQ+ coworker about their partner or their life outside of work (like you might with a non- LGBTQ+ coworker).
- Openly acknowledge friendships with LGBTQ+ individuals when appropriate and relevant.
- Attend LGBTQ+ ERG events at your company and invite others to attend as well.
- Actively create a “safe” space by putting up symbols (e.g., rainbow or HRC stickers) that publicly display your commitment to inclusion.
- Attend LGBTQ+ diversity presentations or programs at work or in your community.
- Be knowledgeable enough about LGBTQ+ culture to explain lesbian, gay, bisexual, and transgender issues.

