

LISTEN TO LGBTQ+ PEOPLE

Possibly the best way to be an ally or to educate yourself is to listen to the opinions and experiences of LGBTQ+ people and be open minded when doing so.

KNOW YOUR OWN LIMITS AS AN ALLY

It's important to understand being an ally as a sustained pattern of behavior, not just one or two instances of advocacy. However it's important that LGBTQ+ voices are not silenced or repressed as a result of another's advocacy.

RESPECT HOW A TRANS PERSON DESCRIBES THEIR OWN IDENTITY AND VALIDATE SAID IDENTITY

Whatever term a person decides on to describe their gender identity, whether that's transgender, transsexual, non-binary, genderqueer etc, you should respect and use that term for them.

RESPECT PRONOUNS

One of the most important things you can do in regards to trans people is to use the pronouns that they have requested.

SUPPORT GENDER INCLUSIVE BATHROOMS

Some LGBTQ+ people, often times specifically trans people, may not feel like they're able to use gendered bathrooms. One of the best ways to help these people with this is encourage places in your area or community to have gender inclusive bathrooms.

UNDERSTAND THERE IS NO "WRONG" WAY TO TRANSITION

A trans person's identity is not dependent on any medical procedures they may have, hormones they may be on or what their build/physical features are like.

RESPECT CHOSEN NAMES

Another important thing you can do in regards to trans people is to use and respect the name they tell you to use. .

Resource created by Hope Jubenvill - LGBTQ+ Project Lead with the Edmonton Federation of Community Leagues

For more information on this topic and other LGBTQ+ resources please visit the LGBTQ+ Project page at efcl.org



LGBTQ+ DO'S

Created by the Edmonton Federation of Community Leagues

BE CAREFUL ABOUT CONFIDENTIALITY, DISCLOSING PERSONAL INFORMATION AND OUTING PEOPLE

An LGBTQ+ person, and specifically trans people, are entitled to their history with their gender and sexuality being considered private information.

CHALLENGE HOMOPHOBIC/TRANSPHOBIC REMARKS AND/OR JOKES IN PUBLIC AND PRIVATE SPACES

It's important to challenge anti-LGBTQ+ remarks or jokes whenever they're said and no matter who says them. Even if it they are close family or friends or members of LGBTQ+ community themselves.

LEARN TO TAKE CRITICISM AND FEEDBACK AS WELL AS LEARN HOW TO APOLOGIZE

There is nothing wrong with not knowing something properly and messing up. However being belligerent and disrespectful when corrected is not ok. Learn to accept when you're wrong and to apply what you've learned going forward. As well for apologizing, keep it simple, concise and respectful. It is very uncomfortable for someone who is LGBTQ+ to sit and endure a very public and long apology for something that they simply want you to learn from and to avoid doing.

MAKE SURE THAT PERSON KNOWS THAT YOU ACCEPT THEM UNCONDITIONALLY AND THAT YOU STILL CARE ABOUT AND RESPECT THEM

For someone coming out there exists a huge possibility of rejection and violence and they do not know fully how you may respond. When they come out to you, make sure that they know that you still accept them unconditionally and nothing has changed in how you feel about them, nor how you care about them or treat them

ASK RESPECTFUL CLARIFYING QUESTIONS IF NEEDED BUT UNDERSTAND THERE IS NO OBLIGATION TO ANSWER QUESTIONS

It's perfectly acceptable to ask a person clarifying and respectful questions but keep in mind they are not Google. They are not obligated in anyway to answer your questions and it is generally a good idea to search online if you know very little or nothing.

OFFER AND BE AVAILABLE TO SUPPORT THAT PERSON IF OR WHEN THEY CHOOSE TO COME OUT TO OTHER

If you've been trusted by someone with information about their sexuality or gender identity they may ask for support when they come out to another person. This could be for physical protection, emotional support or help in an argument. It's important that you make yourself available to help if you are asked because it demonstrates that you are supportive and that you do care about them.

THANK THAT PERSON FOR HAVING THE COURAGE TO COME OUT TO YOU

Someone choosing to tell someone about their sexuality signifies that you are someone who is important to them and that they have a great deal of trust in you. Repay that by accepting them and thanking them.

RESPECT THAT PERSON'S CONFIDENTIALITY

If someone comes out to you the correct way to handle that information is keep it to yourself unless you've been told you can share it. Some may not want to or be ready to tell more people. It's not up to you to decide who should know but rather it is their choice to make

DO YOUR OWN RESEARCH AND MAKE AN EFFORT TO EDUCATE YOURSELF

It's important to take the time to learn about LGBTQ+ identities and to understand them as well, as odds are you make work with or know someone who is LGBTQ+