TCC
Triangle Community Center

LGBTQ Allyship
Some Practical Next Steps

STAY CONNECTED

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WHAT IS ALLYSHIP

An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered.

Source: Oregon Coalition Against Domestic & Sexual violence

46% of LGBTQ workers are closeted* at work

*meaning they are not openly "out" to coworkers and colleagues as identifying within the LGBTQ community

What are the top reasons LGBTQ people are not open about their identity at work?

- Possibility of being stereotyped: 38%
- Possibility of making people feel uncomfortable: 36%
- Possibility of losing connections or relationships with coworkers: 31%
- People might think I will be attracted to them just because I am LGBTQ: 27%

Working in an environment that is unwelcoming, and that does not always affirm or accept LGBTQ people leads to:

- LGBTQ workers feeling distracted from their work: 25%
- LGBTQ workers lying about their personal life: 28%
- LGBTQ workers feeling exhausted from spending time and energy hiding their sexual orientation (17%) or gender identity (13%)
- LGBTQ workers avoiding a special event at work such as lunch, happy hour, or holiday party: 20%
- LGBTQ workers avoiding certain people at work: 25%
- LGBTQ workers feeling unhappy or depressed at work: 31%
- LGBTQ workers staying home from work because the workplace wasn't always accepting of LGBTQ people: 20%
- LGBTQ workers searching for a different job: 20%

1 in 4 LGBTQ workers have stayed in a job primarily because the environment was very accepting of LGBTQ people

Find out more: HRC's 2018 Study

REMEMBER TO...

- *Include your pronouns in your email signature, and let people know why: mypronouns.org.*

- *Normalize introducing yourself with your pronouns and asking everyone for their pronouns rather than making assumptions.*

- *Use gender-inclusive language instead of binary language (ex. folks, friends, distinguished guests, etc.).*

- *Make your allyship visible (ex. displaying a pride flag on your desk, wearing a pride pin, etc.).*

- *.Intervene if you hear something harmful or offensive. Make it clear that you do not tolerate behavior or language that is harmful to the LGBTQ community, even if it's "just a joke."*

- *Get to know your colleagues who are LGBTQ- ask them about their lives and take interest in them just as you would someone who is not LGBTQ.*

- *Ensure your environment has accessible gender-inclusive restrooms that staff and clients (or whoever enters your space) are made aware of and can readily utilize.*

- *Respect privacy and confidentiality. Just because someone is 'out' to you does not mean they are out to anyone else.*

- *Remember that the LGBTQ community is not a monolith, and experiences and opinions vary person to person, so treat people as individuals. Treat people how they want to be treated.*

- ***DON'T MAKE ASSUMPTIONS...*** *about someone's identity or orientation based on how they look, act or how you otherwise perceive them. People are complex and identities are nuanced.*

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WHAT HAPPENS NEXT?

- *Book another training for your team! Any and everyone at your organization, no matter their role or position, can benefit from LGBTQ cultural competency training.*

- *Volunteer with TCC! We're always looking for folks to help out and get involved.*

- ***Reflect*** *on your comfort level speaking specifically to LGBTQ inclusion in the workplace.*

- ***Asses*** *the tools your organization/leadership has to communicate, both internally and externally, about corporate values of diversity and inclusion.*

- ***Acknowledge*** *gaps in knowledge and seek community and partner assistance (TCC is here to help)!*

- ***Proactively and intentionally equip your team*** *with vocabulary, awareness and understanding to enable discussions, increase familiarity and normalize engaging with LGBTQ issues*

- ***Reflect on and work to dismantle*** *the unconscious biases, underlying assumptions and societal stereotypes that may play a role in how your impressions and beliefs about LGBTQ people may have formed and may be expressed in the workplace.*

- ***Think about respect*** *and what it looks like for yourself and others in the workplace. How can you make sure to demonstrate that?*

- *Initiate conversations and **bond with your LGBTQ coworkers!***

- *Continue to **organize** LGBTQ events that teach about, **celebrate and center LGBTQ people**, their needs and voices!*

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