

ALLY GUIDING BEHAVIORS

The following outlines guiding behaviors for those becoming allies to LGBTQ colleagues.

FIND COMMON GROUND

When discussing relationships, marriage, parenting, and family, focus conversation on common ground, beliefs, hopes, and dreams.

VALIDATE WHEN OTHERS SHARE

Hold in confidence and validate another person's feelings when they share issues around orientation, gender identity, or gender expression.

REFOCUS CONVERSATIONS

Tactfully refocus conversations with coworkers in a more accurate, supportive, and inclusive direction.

CALL OUT HUMOR

Tactfully call out "humor" or comments aimed at or about someone because they are LGBTQ.

ACKNOWLEDGE AND ASK FOR HELP

When talking with someone who is LGBTQ, acknowledge and ask for help when not certain how to talk about something.