

INTRODUCTION TO LGBTQ+

ALLYSHIP

POST PROGRAMME PACK

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice and is not intended to be a substitute for legal counsel on any subject matter.

Pronouns

Pronouns are words we use to refer to people's gender in conversation.

e.g. he/him, she/her, they/them

We can't assume other people's pronouns.

Sharing your pronouns is an easy way to let someone know you understand the importance of someone using the correct pronouns for you. You are also creating space for others to share theirs if they want to learn about pronouns.

LANGUAGE AND TERMINOLOGY

Key Terminology

Lesbian refers to a woman who has a romantic, emotional and/or sexual orientation towards women. Some non-binary people may also identify with this term.

Gay refers to a man who has a romantic, emotional and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality. Some women and non-binary people use this term.

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Queer is often used as a more fluid term to describe someone's romantic/sexual/emotional attraction to others and/or their gender identity. Queer has been and still can be used as a slur, others view it as a word that has been reclaimed.

+ is used to express the inclusion of the broad range of identities held by people within the community, e.g. intersex, asexual, aromantic, two-spirit.

QTIPOC

Queer, Trans, Intersex People of Colour. Due to their intersectionality Black, Indigenous and other non-white Queer, Trans and Intersex People of Colour experience the world differently to their white Queer counterparts.

Cisgender

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Ace and Aro Spectrum

Umbrella terms used to describe the wide group of people who experience a lack of, varying, or occasional experiences of romantic and/or sexual attraction.

Non-binary

An umbrella term for a person whose gender identity doesn't sit comfortably with 'man' or 'woman'. This includes people who identify with some aspects of binary identities, while others reject them entirely.

Inclusive language

Most of us worry about saying the wrong thing and causing offence to the person we're talking to.

Some ways to avoid or approach that include:

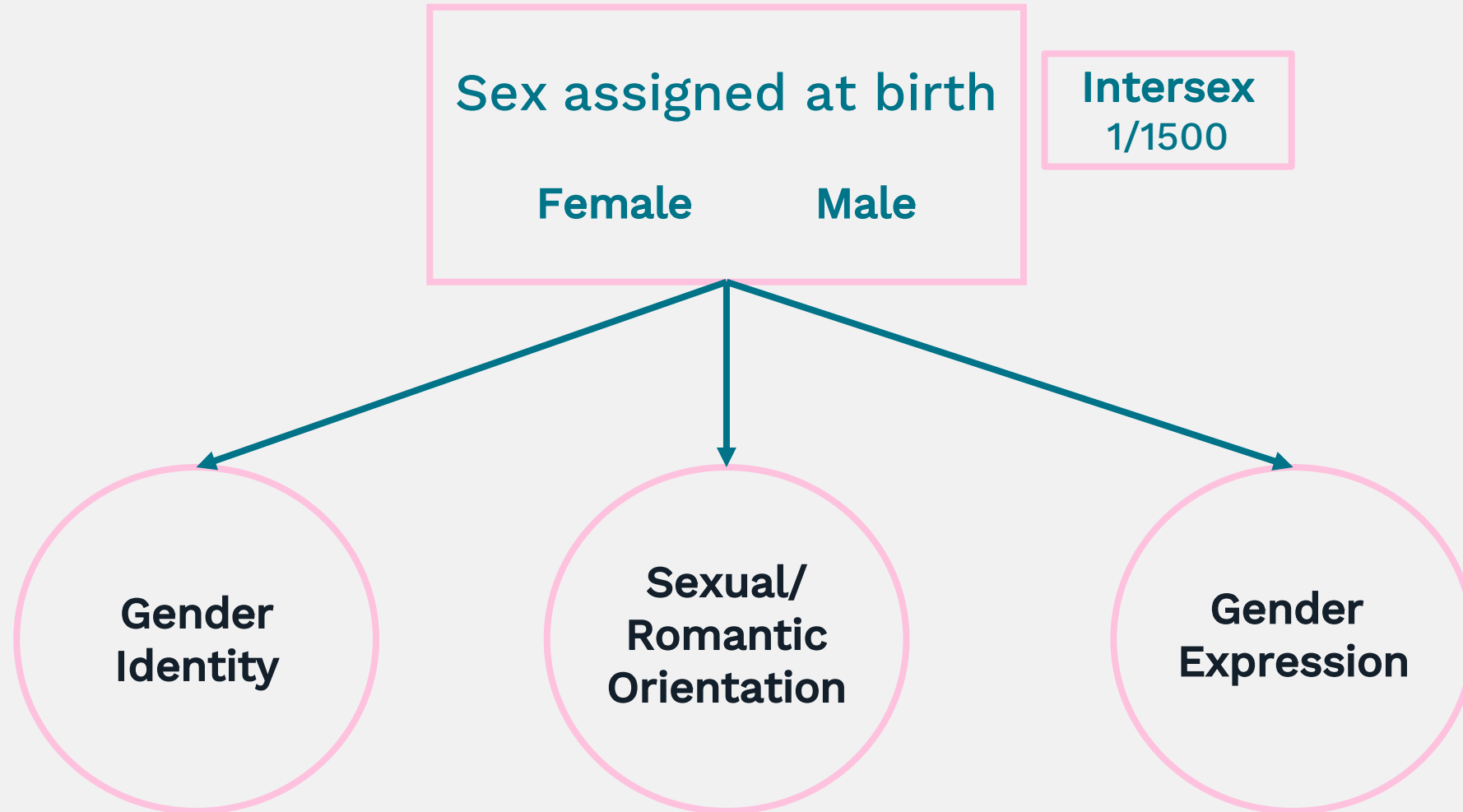
- Keeping things gender neutral until you've been told someone's pronouns or gender or the gender of someone they're referring to.
- If you do make a mistake apologise, correct yourself and move on. Think about what you can learn from the experience afterwards but don't over-apologise in the moment.
- Keep things open – there are a huge range of experiences within the LGBTQ+ community (Transphobia, Biphobia). If something comes up it's absolutely okay to say “I have a bit of an understanding of xxx but could you tell me a little more about what that means for you?”

UNDERSTANDING IDENTITIES

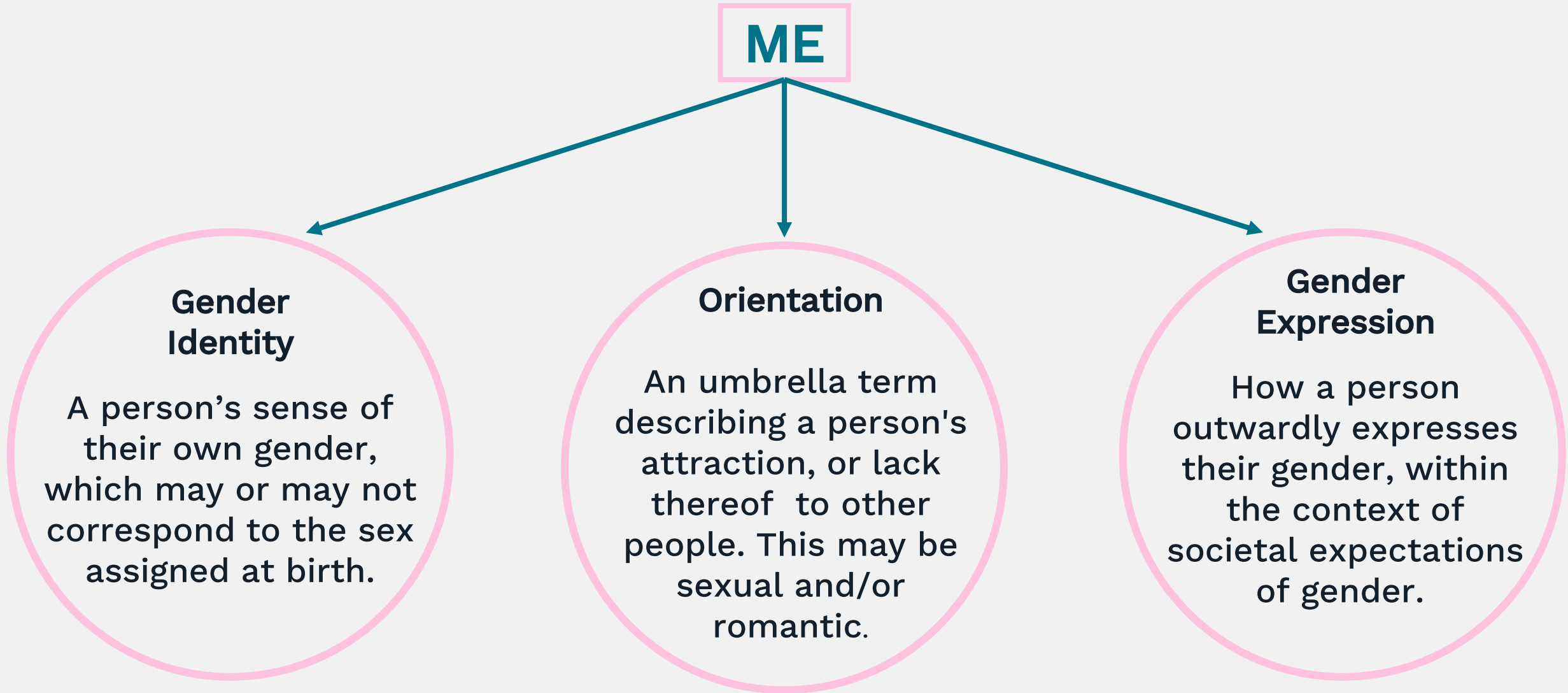
IDENTITY

Identity is someone's innate sense of self and ownership of the components that make up who they are.

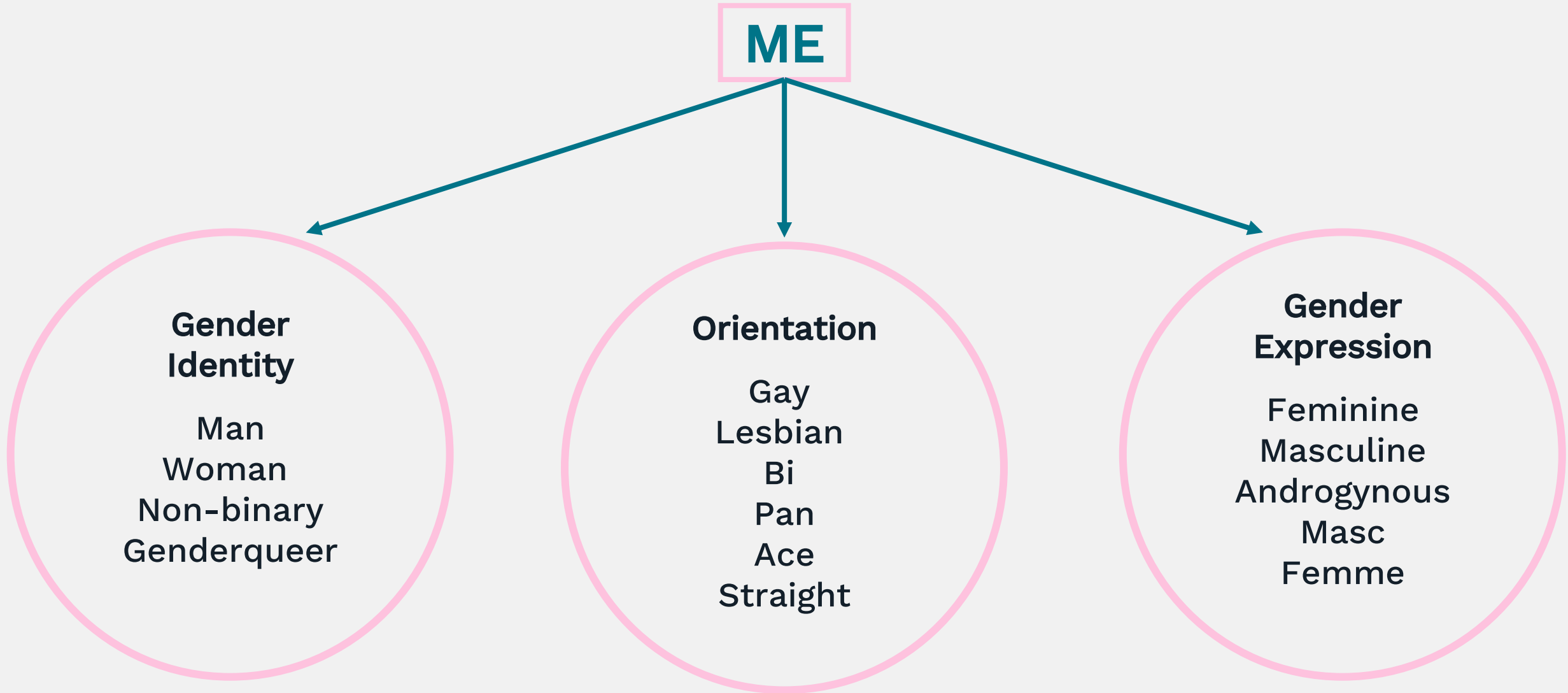
Understanding identities



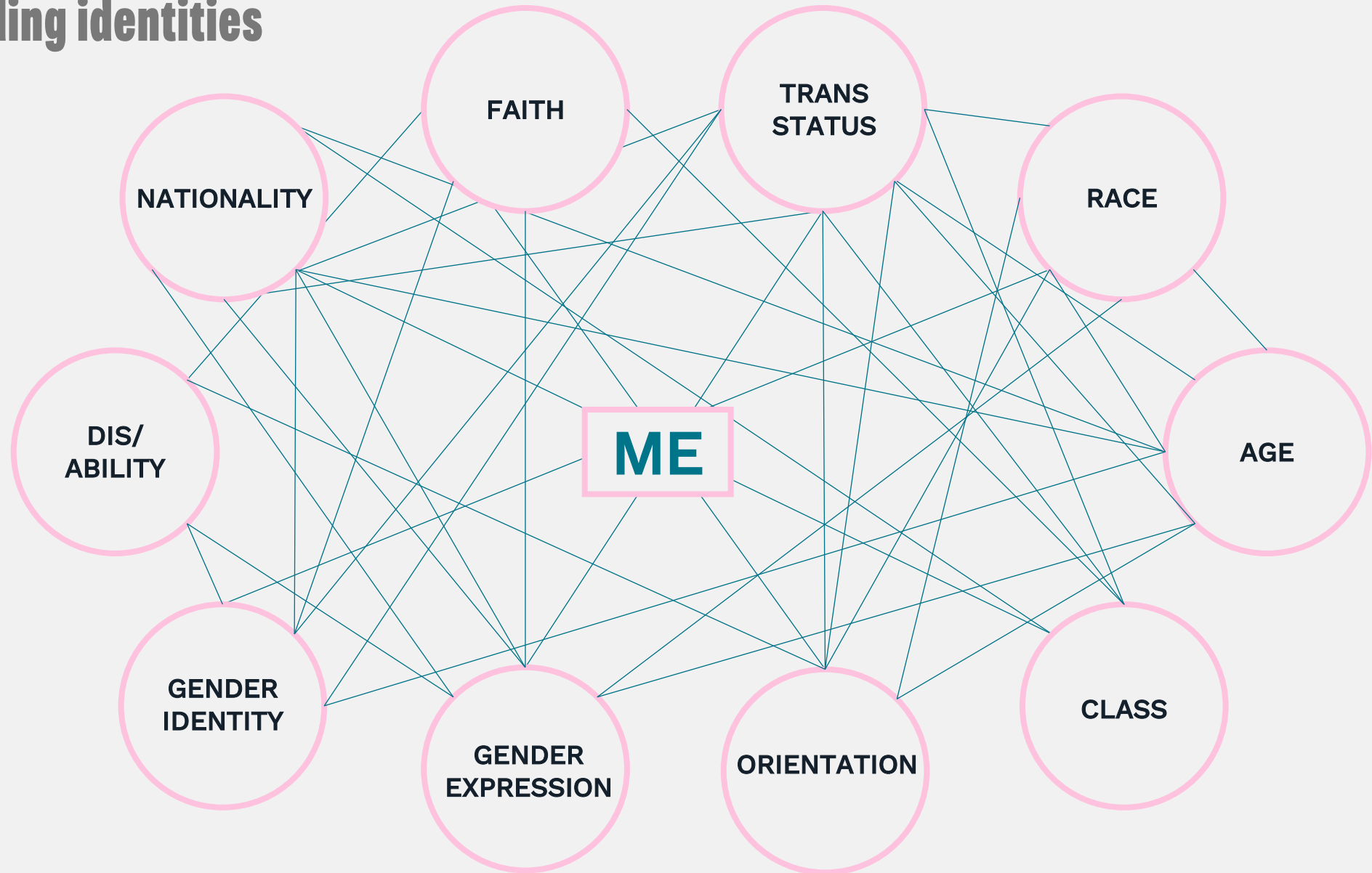
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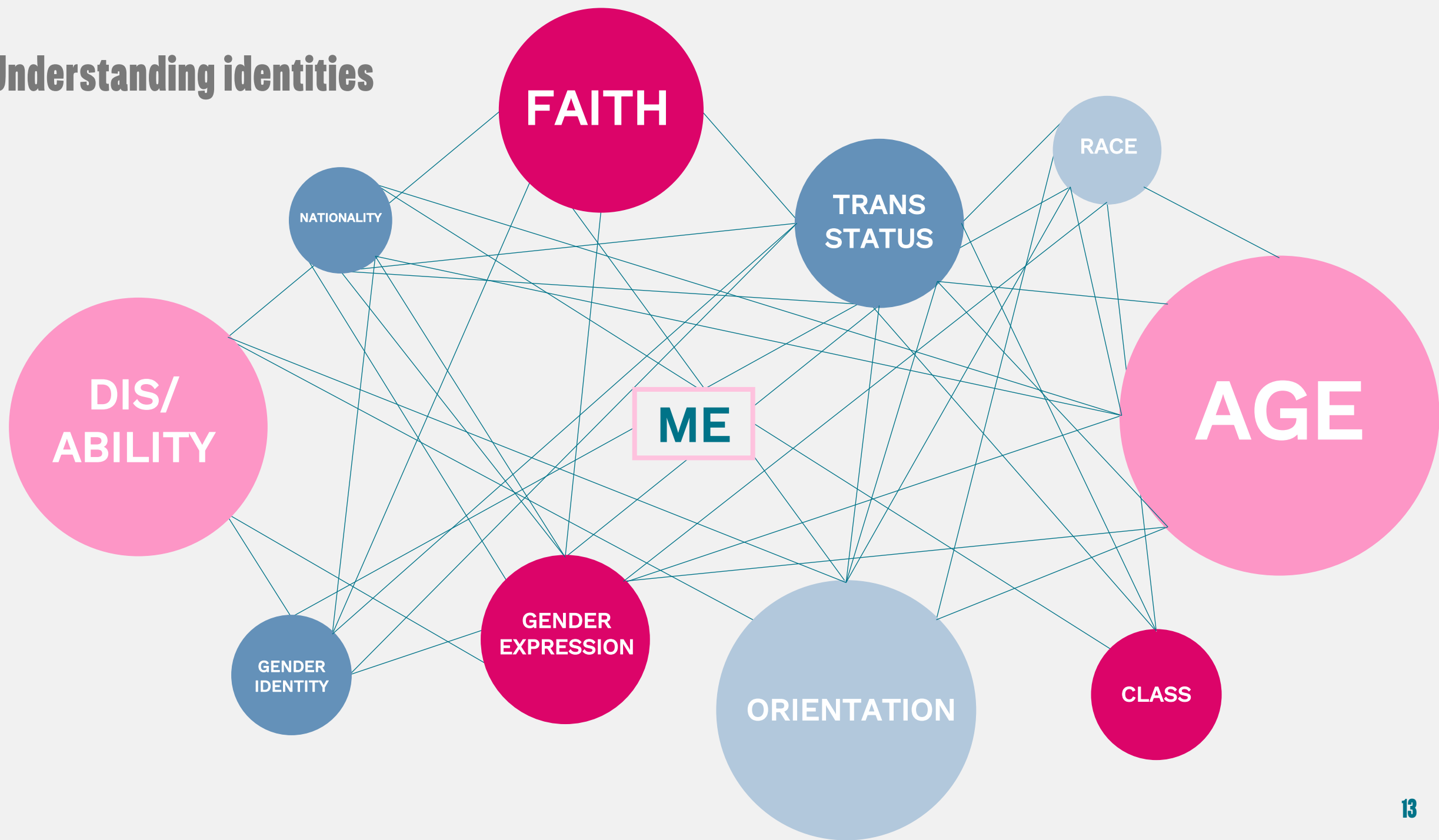
Understanding identities



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Understanding identities



LGBTQ+ EXPERIENCES

Content warning

LGBT Experiences in England, Scotland and Wales

1 in 5 LGBT people of colour have experienced abuse online in the last month.

1 in 3 LGBT people say they don't feel comfortable walking down the street holding their partner's hand.

1 in 6 LGBT people who visited a café, restaurant, bar or nightclub in the last 12 months have been discriminated against because of their sexual orientation or gender identity.

Almost **1 in 2** trans people don't feel comfortable using public toilets.

1 in 3 bi people don't feel able to be open about their sexual orientation to anyone in their family

Being yourself in the workplace

Workplace LGBTQ+ Experiences

[Watch Vodaphone LGBTQ+ Friends: Belong](#)

Being yourself in the workplace

Reflection

41% of LGBT+ people go back into the closet in their first job.

And **1 in 5** people who identify as LGBTQ+ say being open about their sexual orientation or gender identity at work is the hardest thing they've ever done.

Why do you think this is the case?

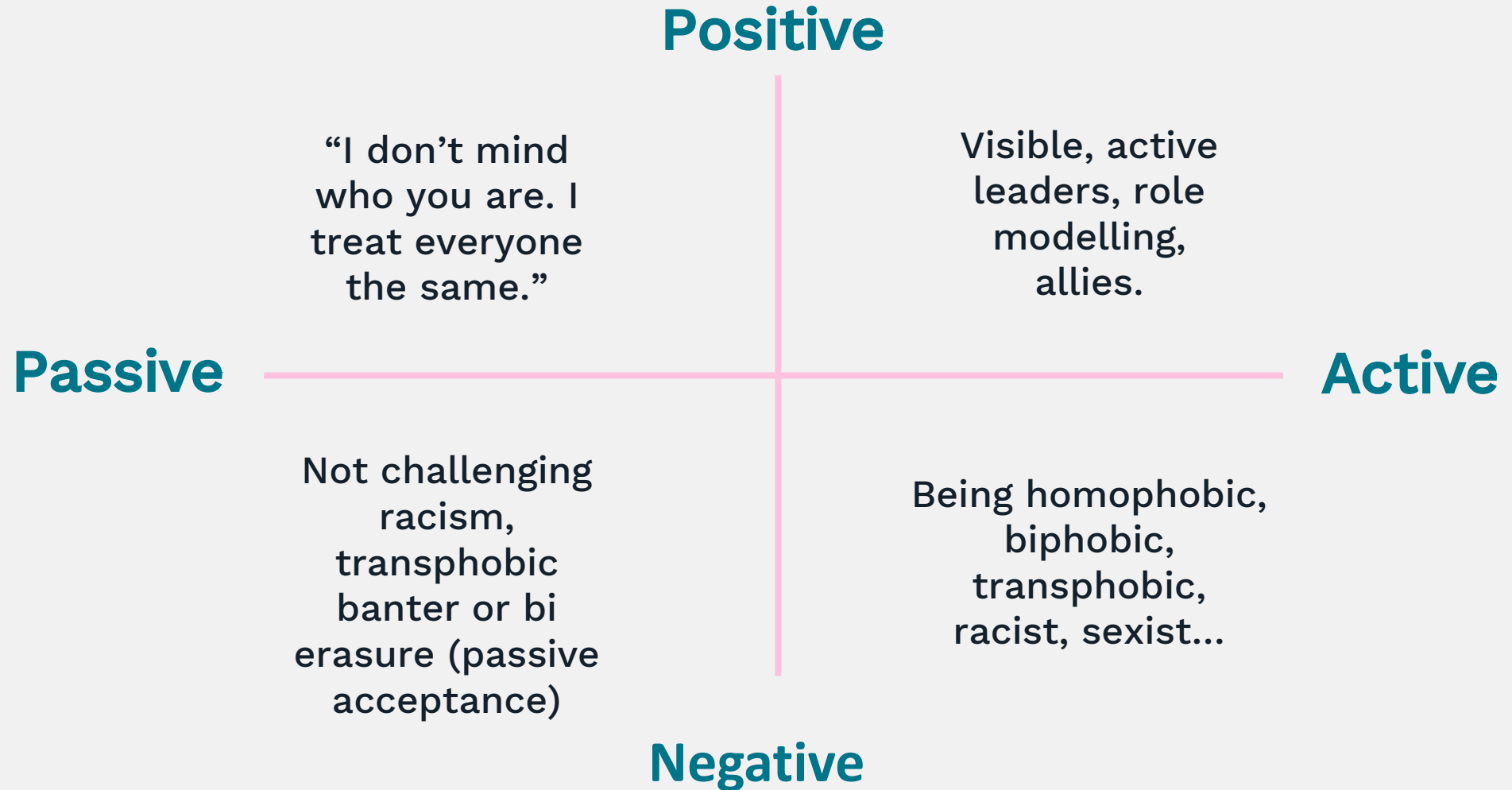
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BEING AN ALLY

WHAT IS AN ALLY?

1. Understands that people face discrimination and exclusion because of their identity.
2. Recognises the power they have to create change.
3. Focuses on how they are towards others, and what they can do to create a more inclusive culture.
4. Commits to being positive and active in their values and behaviours.

Allyship



Positive and active allyship

Awareness

Learn about experiences of LGBTQ+ people at your organisation

Believe what people say about their own identity

Do your own research on issues faced for LGBTQ+ employees in the UK/Worldwide

Visibility

Include rainbow lanyards, stickers, flags in spaces where you work

Speak on success stories and promote them on website

Include awareness days and pride/history months into yearly diary

Peer support

Get involved in your Network group

Share with your colleagues why this work is important to you in your role

Collaborate on sharing responsibilities

CASE STUDIES

Case Study One

After attending this allyship workshop, in your next team meeting you are asked to share the learnings from the session. When you are nearing the end and discussing the actions your team can make to be positive and active LGBTQ+ allies, your team member, Chris, cuts in. He says that he doesn't understand why we are talking about this in the workplace, what people do in their lives at home is separate to the tasks we do at work.

1. What action you would take immediately.
2. What you might do longer term.

Case Study Two

Humza, a member of your team, has recently come out as trans. Another member of the team, Stevie, has come to you to ask for help. Stevie says she is not sure how to support Humza in his transition at work.

1. What action you would take immediately.
2. What you might do longer term.

Case Study Three

You're at an away day and it is lunch time. You decide to sit with another team at lunch to try and meet new people. You meet Meena, a manager in this team, and begin talking about your weekends.

Meena says that she spent her weekend with her extended family and was confused by her cousin. She said: "He was telling me that even though he is married, he still identifies as bi!" Meena goes on to tell you that she was so surprised to hear he was still confused about his orientation even after settling down with a woman.

1. What action you would take immediately.
2. What you might do longer term.

ACTION PLANNING

WHAT IS NEXT?

What are three things you will do following this workshop

Consider:

Your learnings from the workshop

What resources / support you might need

Signposting

