

LGBTQ+ Etiquette:

5 Tips to be an Active Ally

1

Put your support on display!

Ally stickers, pride flag pins, and pronoun buddy badges are just a few ways you can visually show support for your LGBTQ+ colleagues.

2

Use inclusive language.

Refraining from terms like "Ladies and gentlemen," including a wider range of genders in research surveys, referring to significant others as "partners" or other gender neutral titles are small things that can make LGBTQ+ colleagues feel more included in the conversation.

3

Never assume!

Abstain from assuming that everyone you meet is heterosexual, uses a particular set of pronouns, or, in the case of gender diverse colleagues, has had (or not had) gender-affirming procedures.

4

If you make a mistake, especially with someone's pronouns, don't over-apologize.

Recognizing that you used the wrong pronouns can understandably feel embarrassing and awkward. However, over-apologizing can make the situation exceedingly uncomfortable and places an unfair burden on the person whose identity was misconstrued to comfort and forgive. A simple "sorry, [insert correct pronoun here]" is sufficient.

5

Stand up for your LGBTQ+ colleagues!

Being an active ally means standing up for your LGBTQ+ colleagues when they experience prejudice and discrimination. If you hear hateful or offensive speech about LGBTQ+ individuals, say something!

