

## How to be an LGBTQ+ Ally

1. Listen AND hear
2. Educate yourself via LGBTQ+ content creators
3. Make your support visible not just when it's comfortable
4. Avoid assumptions that people are heterosexual and cis gender
5. Speak up and challenge homophobia, lesbophobia, biphobia and transphobia
6. Donate to charities that fight for LGBTQ+ rights
7. Question your biases and prejudices
8. Notice your language and do better if needed
9. Talk to your children about social justice and LGBTQ+ allyship
10. Vote against anti LGBTQ+ policies
11. State that you are an LGBTQ+ ally on your social media profiles
12. Use your pronouns on emails, in conversations, and on social media profiles
13. Use photos of all types of people in your business marketing materials
14. Don't 'out' a person without permission, even if they are 'out' to you
15. Use gender-neutral language if you are unsure about a person's gender.

