

A vertical bar on the left side of the page, composed of six colored stripes: red, orange, yellow, green, blue, and purple.

THE SPEAKOUT

ALLY HANDBOOK

WHAT IS AN ALLY?



An **ally** is any person who believes that LGBTQ people deserve full equality

WHAT IS LGBTQ?

LGBTQ is the most prevalent acronym used to describe the broader queer community today

L

stands for LESBIAN

A person who identifies as a woman who is attracted to other women

G

stands for GAY

A person who identifies as a man who is attracted to other men

B

stands for BISEXUAL

A person who is attracted to both men and women

T

stands for TRANSGENDER

A person whose gender identity and/or gender expression differs from what is typically associated with their assigned sex at birth

Q

stands for QUEER

An umbrella term for all sexual and gender minorities who are not heterosexual or cisgender

Sometimes, other letters are added to **LGBTQ** to highlight other identities

Q

stands for QUESTIONING

a person who may be exploring or unsure of their sexual or gender identity

I

stands for INTERSEX

A person whose physical anatomy does not fit within the traditional definitions of male or female

A

stands for ASEXUAL

A person who does not experience sexual attraction

A

stands for ALLY

Any person who believes that LGBTQ people deserve full equality

There are many other sexual and gender identities that can be added; these are among the most common.

For more information, visit speakoutfoundation.net.

To quickly and properly acknowledge the broader queer community, say **LGBTQ**. Be comfortable saying it.

HOW TO BE AN ALLY



1

LEARN TERMS

2

STAY INFORMED

3

SPEAK OUT

1 LEARN TERMS

Be comfortable using terms like “gay,” “lesbian,” and “LGBTQ,” and avoid exclusionary language

Instead of...	Say...	Why?
Homosexual	Gay or Lesbian	“Homosexual” has a clinical history, and tends to be used derogatorily
Sexual preference	Sexual orientation	“Preference” and “lifestyle” imply an element of choice
Gay lifestyle	Gay lives / LGBTQ lives	There is no such thing as a single “gay lifestyle”
Gay marriage	Marriage equality	“Gay marriage” narrows the issue
Gay agenda	Equal rights / LGBTQ rights	A unified “gay agenda” and “special rights” for LGBTQ people do not exist
Boyfriend / girlfriend	Significant other	An individual’s sexual preference may not match what you assume it to be
Transsexual	Transgender	“Transsexual” is a medical term; transgender is more holistic

If you don’t know what to say, **ask.**

Never let fear of misspeaking keep you from learning, or from making your voice heard.

Individual people may have different language preferences. It’s always best to ask.

2 STAY INFORMED

Allies can demonstrate support by talking about and providing advocacy for issues impacting the LGBTQ community

SELECT ISSUES



LGBTQ individuals can be fired on the basis of their orientation or gender identity in 23 US states as of August 2017



Hate crimes against LGBTQ people are not recognized at the federal level in the US



Bullying in schools based on sexual orientation or gender identity is not always protected under bullying or discrimination laws



Gay men cannot give blood as of 2018 due to extant policy enacted at the peak of the AIDS crisis

Follow [@speakoutfoundation](https://www.instagram.com/speakoutfoundation) on Instagram to keep informed

SpeakOUT provides ongoing, digestible, feed-friendly information on LGBTQ issues, history, and resources

3 SPEAK OUT

Speak up on behalf of LGBTQ people and provide ongoing support at work and at large

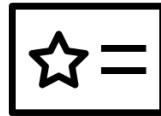
Speak up on behalf of LGBTQ people

If you witness exclusionary behavior, whether in the presence of an LGBTQ individual or not, you should take it upon yourself to **intervene and redirect** the conversation / activity

If bad behavior is ongoing, elevate to your HR department or to a school administrator.

If you witness or experience harassment or violence, call the police immediately.

Provide ongoing support at work and at large



Show visible signs of support

Print out the quarter-page **ally banner** from speakoutfoundation.net and display it at your desk



Get involved

Join your company's LGBTQ network and pitch in when possible, or volunteer at your local LGBTQ center



Donate to LGBTQ causes

There are many LGBTQ advocacy organizations in need of your support. To learn more about major LGBTQ organizations, visit speakoutfoundation.net

THANK YOU!

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