

Stand up as an LGBT+ Ally

Five tips to be an effective LGBT+ Ally

1. Educate and Empower yourself

- Learn a little more about the LGBT+ community
- If you are LGBT+ find out more of those whose gender identity differs to your own
- Confront your assumptions

2. Listen

- To other allies
- To LGBT+ people, ask about their experiences at work, at home

3. Be visible and Challenge

- Be loud, be visible
- Be yourself and show your values
- Give out positive messages
- If you hear negative comments or hurtful language challenge it (or report it)
- Keep calm, chat over the experience with others; respond
- Keep calm, and say why bullying is wrong; make sure you stay safe & aren't in danger
- If online then report it
- Remember our MDX values

4. Being an Ally goes beyond LGBT+

- LGBT+ people have lots of different identities
- They may be bisexual & black, trans & catholic, etc etc
- Various labels and so multiple levels of discrimination
- Being an ally and supporting really does help

5. Influence others

- Look for opportunities to share the Ally message
- Make clear statements about what equality means to you
- Support acceptance
- Have conversations with friends, family, colleagues about LGBT+ matters
- Or organise a lunch
- Or wear rainbow laces
- Or have your Ally mug visible on your desk
- Demonstrate that you accept, respect and support equality

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Many Lesbian, gay, bisexual and trans people still have negative experiences because of their sexual orientation and feel unable to be out at work.

Stonewall (www.stonewall.org.uk) found that 2 out of 5 LGBT+ people are still not out at work; that 3 in 4 LGBT+ people are not out to clients, customers and suppliers. Research shows that this position has an impact at work.

Every LGBT+ person has to make a conscious decision as to whether to be open or not. They have to keep doing it: every time they meet new colleagues or take on a new role or move departments or meet new suppliers. In some instances when they come out they face harassment & bias.

Bullying and harassment at work is common. 1 in 7 heterosexuals say they have witnessed it, or overheard poor comments.

LGBT+ people who do not feel able to be out at work expend lots of energy avoiding being outed, energy that could be spent on positive performance and being more effective in their job.

Many of us want a workplace that is about the values of trust, respect and honesty.

Fortunately, at Middlesex University we have gone somewhat already towards achieving this; and with the support of the top Executive & Allies we have entered the Stonewall Workplace Equality Index for the past two years as a public display of intention and support.

We also have social events, film presentations and talks on many topics with members and allies and students together. All are a great example of colleagues making visible that our workplace is LGBT+ friendly.

Please continue to support, suggest ideas and attend activities: together we are stronger together and can COME OUT FOR LGBT+.

Stay connected:

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