

# 6 TIPS ON HOW TO BE AN LGBTIQ+ ALLY

by **LEAP** sports

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## Put your pronouns in your email signature and on video calls

Putting your pronouns in your signatures, video calls and social media biographies is one of the easiest ways to be an LGBTIQ+ ally. Many transgender and non-binary people will list their pronouns to avoid being misgendered, which in turn can make them a target of abuse. However, the more LGBTIQ+ allies do this, the more it normalises the practice of asking for pronouns and not assuming gender.

## Use inclusive language

The great benefit of using inclusive language is that you make everyone feel involved, respected and part of the team, which in turn encourages higher productivity and collaboration. Take time to consider whether the language you typically use is gendered. It's important to also remember that you're human and that you might make mistakes, but make sure you understand what it was and learn from it.

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## Support your LGBTIQ+ colleagues and peers

Join the LGBTIQ+ staff network at your organisation if it is open to allies, or help to promote their events within the organisation e.g. forward an email or mention it to one of your colleagues. LGBTIQ+ people have historically been marginalised, excluded or made to feel different. You can help by supporting their work and campaigning for change such as requesting gender-neutral toilets & changing facilities.

## Educate yourself on LGBTIQ+ issues and encourage others to do the same

LGBTIQ+ people don't expect you to know everything about LGBTIQ+ issues. However, to be an ally and to be as inclusive as possible, it's important to educate yourself on LGBTIQ+ topics and the challenges faced by the community. The more you know, the better you'll be able to understand your LGBTIQ+ colleagues and peers, and the more confident you'll feel to challenge homophobia and influence change.

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## Call out and challenge homophobic, biphobic and transphobic language

A big part of being an LGBTIQ+ ally is to actively support LGBTIQ+ people by protecting and speaking up for their rights in public when it is safe to do so. Sometimes this means calling out and challenging homophobic language and incidents, even with people you're friendly with. Even if you don't feel confident on how to challenge someone, make sure you speak up because remaining silent is a form of validation and acceptance.

## Celebrate LGBTIQ+ achievements in sport

LGBTIQ+ people, particularly trans and non-binary individuals, are typically made to feel unwelcome or excluded from sport. One way you can help change this is by increasing the visibility of LGBTIQ+ people within sport. If you happen to be a sports fan, check out and celebrate the LGBTIQ+ athletes who compete in your favourite sports. Look out for projects, campaigns and events from **LEAP Sports** and share them with your network.

Spread the word!

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