

At The Center, we celebrate everyone for who they are. We know that when we show up as allies, we are actively working to strengthen the bonds within our community and beyond, whether that be individually with a peer at work or larger scale within a group that shares a common goal.

Ally (verb) – to unite or form a connection or relation.

Promoting and encouraging LGBTQ allyship is vital to creating and sustaining affirming, inclusive workplaces, organizations, and social spaces. Within companies that have dedicated LGBTQ ally networks, straight employees are:

2x more

likely to notice micraggressions

3.3x more

likely to intervene when they see one

Allyship is important for everyone within a space or organization and helps to make the workplace more inclusive. The impact of having LGBTQ-specific allies extends beyond only benefitting queer identities, and increases the likelihood of a bias-free workplace and fewer barriers to inclusion for all.

Activating your LGBTQ Allyship

- Attend office diversity events
- Be intentionally inclusive
- Speak out and speak up
- Avoid gendered language
- Share & teach
- Be an ACTIVE accomplice



Remember, effective allies are:

- Invested in expanding their knowledge
- Willing to show up as a positive role model for their peers
- Able to thoughtfully listen and center voices that need to be heard
- Ready to participate in the work required to be an ally, and have a clear stake in the issue



Choosing to be an ally is a continual, intentional commitment to support all of those facing oppression or disadvantage regardless of identity. **So be bold and take risks.** We encourage you to use and share these tips, cementing authentic, active allyship as a key component of your workplace inclusion commitment.

Want to know more? Connect with us at [gaycenter.org/corporate-partnerships](https://www.gaycenter.org/corporate-partnerships).

