

How to Be a Better Ally to Queer & 2SLGBTQIA+ Communities

(Without Being Performative)

Allyship is a practice, not an identity. It's about showing up, even when it's messy, inconvenient, or uncomfortable. Here's how to move from good intentions to meaningful action.

DO:

- **Listen to lived experience.** Trust people when they tell you who they are and what they've lived through, even if it challenges your worldview.
- **Take responsibility when you mess up.** You're human, you will make mistakes. Own them. Don't get defensive. Apologize, repair, and do better next time.
- **Normalize pronoun use.** Include yours in intros and email signatures. Use others' pronouns consistently, even when they're not present.
- **Speak up when it matters.** Say something when you hear someone being hateful or spreading misinformation. Silence reinforces harm.
- **Amplify queer and trans voices.** Uplift the leadership, wisdom, and lived experience of queer & 2SLGBTQIA+ people, especially BIPOC folks, without speaking over or co-opting their messages.
- **Keep learning.** Research before you ask. Google. Find credible sources. Read books. Follow queer creators. Stay open to correction and reflection.

DON'T:

- **Make it about you.** Calling yourself an ally isn't the point. You don't need credit for being decent. Stay focused on impact, not your feelings.
- **Tokenize or generalize.** One queer or trans person's perspective ≠ a monolith. Don't assume. Ask, listen, and adapt.
- **Expect education on demand.** Marginalized folks don't owe you labor. Do your homework, then approach with humility.
- **Treat allyship like a checklist.** Attending a training or posting during Pride Month isn't the end. This work is ongoing, relational, and imperfect.

FINAL NOTE:

Allyship isn't about getting it right every time. It's about how you show up when you don't. When harm happens, repair matters more than guilt.

Listen. Apologize. Make changes. Keep going.

