



# Tips For Being an Active Ally

## WHAT IS AN ACTIVE ALLY?

---

Any staff member or student who is passionate about providing a safe and inclusive environment for LGBTIQ+ people can be an active Ally. This includes people who are a part of the LGBTIQ+ community as well those who are not.

Allies do not need to be experts about matters of sexuality and gender identity, but they strongly support making the University an environment where all staff and students can safely work and study free of harassment or discrimination. Allies understand the reasons why LGBTIQ+ people may face harassment or discrimination, and why it is important to have Allies who are prepared to speak out or advocate alongside them. Having Allies helps create a network of support across the University, ultimately creating a safer culture for LGBTIQ+ people.

## JOIN THE UOW ALLY NETWORK

- Join the [Ally Network](#) – this is UOW’s visible network of people who are allies of LGBTIQ+ students and staff
- Complete [inclusion training](#) and access free material such as Ally stickers and posters

## SHOW YOUR ALLY-SHIP ONLINE, IN YOUR OFFICE OR CLASSROOM

Due to frequent experiences of discrimination LGBTIQ+ people often assume that a space or person is not inclusive until shown otherwise. To show your allyship you could:

- Wear a Pronoun or Ally badge to classes, around campus and in the office
- Raise the visibility of the UOW Ally Network by placing safe space posters in suitable areas and displaying the Ally sign in your work area
- Change your Zoom background to an LGBTQ+ themed wallpaper – there are plenty of free backgrounds available online
- Add a UOW Ally identifier and/or your pronouns to your email signature
- Include an inclusive ‘Welcome’ message in your Moodle site

## SHARE YOUR PRONOUNS AND SUPPORT OTHERS TO DO THE SAME

Pronouns are an integral part of an individual's identity, but you should never force a person to share their pronouns. This is because some individuals are still trying to figure them out or might not be comfortable sharing. However, you can:

- Share your pronouns on lecture slides, your email signature, Moodle site, Webex and Zoom profiles and LinkedIn
- Share your pronouns when you introduce yourself “My name is Jordan Smith, my pronouns are she/her - he/him - they/them”
- You can invite students or colleagues to share their pronouns when they introduce themselves, if they are comfortable doing so.

## MODEL INCLUSIVE LANGUAGE AND BEHAVIOUR

- Learn about and use terminology that's inclusive of LGBTQIA+ people, and encourage others to do the same
- The language we use can imply or assume another person's identity or pronouns. Using gender neutral language helps to avoid these assumptions. For example, you can ask a person you've just met if they have a "partner" instead of a "girlfriend/boyfriend".
- Instead of "Good morning boys/girls/ladies/gentlemen" try "Good morning class/students/everyone"
- Instead of dividing students into boys/girls for group work, allocate numbers.

## CALL OUT INAPPROPRIATE BEHAVIOUR

Stand up for LGBTQIA+ people when others don't respect them. This includes speaking up when you see discrimination occur, even if the person being talked about isn't around. Teaching staff should set expectations about respect and discuss consequences for discriminatory language and behaviour. If you see or hear any incidence of discrimination or harassment you should stop the behaviour immediately, then:

- If appropriate, talk to the whole class group and remind them of the importance of treating each other with respect and tolerance.
- Talk privately to the student who displayed the behaviour and help them understand why their behaviour might be offensive to others.
- Check in with any students within the class that you feel might have been affected and check they are OK.

## EDUCATE YOURSELF

There's a rich diversity of experiences within the LGBTQIA+ community - even among those of us who share the same identity. Understanding these experiences will prepare you to engage in more allyship from a place of genuine understanding. Things you can do include:

- Actively seek to extend your own knowledge and understanding about LGBTQIA+ matters. Continuous education is vital to being an active ally.
- Follow or Engage in LGBTQIA+ Media: Follow content creators, organisations and podcasts from people of different LGBTQIA+ identities, including those who have intersectional lived experiences.
- Attend LGBTQ training offered by UOW's Partner 'Pride in Diversity' to gain a deeper understanding of how to put these learnings into practice and ensure you're learning from the most up-to-date sources.
- Explore the resources below as a starting point:
  - [TransHub](#)
  - [Names and "deadnaming"](#)
  - [Pronouns](#)
  - [Gender, Identity and Stats](#)

Contact the Diversity and Inclusion team for more information [EDI-Team@uow.edu.au](mailto:EDI-Team@uow.edu.au)