



Ally Work

An ally is someone who:

- Makes a commitment to continue to learn about heterosexism, to educate themselves and others, and to support LGBTQ communities.
- Refuses to accept the misinformation about the mistreatment of lesbian, gay, bisexual, and transgender people.
- Is committed to personal growth and exploration.
- Is quick to take pride in and appreciate success.
- Confronts individuals that perpetuate homophobia and heterosexism.
- Expects support from other allies.
- Expects to make some mistakes, but does not use that as an excuse for inaction.
- Recognizes that he/she is not exempt from heterosexism, but rather recognizes and owns heterosexual privilege, and works to dismantle heterosexism in society.
- Knows that he/she can initiate change toward personal, institutional, and societal justice and equality.
- Understands that, once someone has decided to be an ally, that person can also be targeted for being associated with LGBT people and for assumptions made about the sexual orientation and/or gender identity of the ally.
- Promotes a sense of community with LGBT individuals and teaches others the importance of outreach.
- Has a good sense of humor.
- Is you!

An Ally Combats Homophobia and Heterosexism by:

- Creating an atmosphere of acceptance.
- Firmly challenging homophobic speech and actions.
- Avoiding GLBTQ jokes.
- Challenging stereotypes that belittle GLBTQ people.
- Verbally expressing your support to/of GLBTQ people.
- Learning about GLBTQ issues.
- Familiarizing himself/herself with GLBTQ resources.
- Asking questions.
- Educating themselves.
- Being aware of stereotypes and challenging them.
- Not using heterosexist language.
- Not assuming everyone is heterosexual.

There are four levels in Ally Development:

- Awareness
- Knowledge/Education
- Skills
- Action