

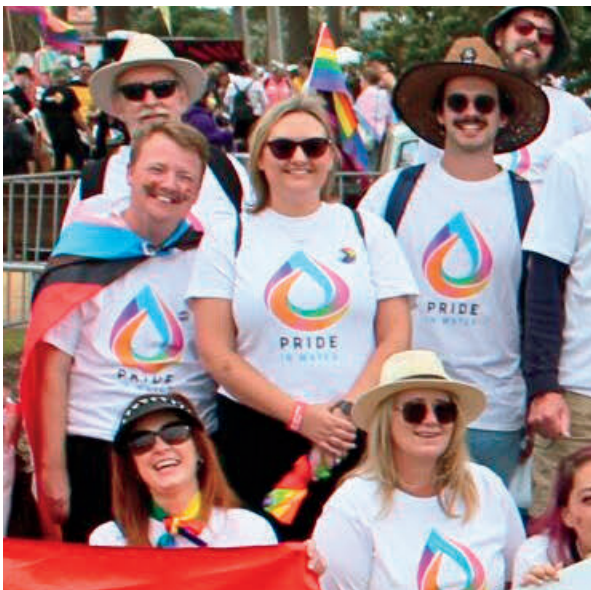
# Being an Ally

TIPS FOR THE WATER INDUSTRY



## We can all play a role in creating an inclusive water industry.

Not sure **how to be an ALLY?** Here are some tips on how you can best support lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people.



## Being an Active Ally

Across Australia many LGBTIQ+ people self-edit and censor what they say and do, to avoid 'coming out'. Having Active Allies in workplaces helps ensure everyone can bring their true selves to work.

**Active Allies** can support in many ways – increasing the voice of LGBTIQ+ employees, challenging negative behaviors and finding opportunities for LGBTIQ+ people to be heard and feel included.

## Taking a stand for your LGBTIQ+ colleagues

Most negative comments and jokes made about LGBTIQ+ people happen **behind their backs**.

Allies can take an active stand by calling out behavior that discriminates against, demeans or makes fun of LGBTIQ+ people. It can be as simple as saying '**we don't say that kind of stuff here**'.

## Using inclusive language

Inclusive language is the recognition that words matter, and that word choice can unintentionally exclude others.

Using inclusive language communicates with people in a way that is respectful and brings everyone into the conversation.

### Some examples:

- Try everyone, team, folks, gang, etc instead of 'guys'
- Try partner instead of asking about someone's husband or wife
- Try honoured guests, colleagues instead of ladies and gentlemen
- Are pre-fixes really needed? A lot of times it's actually just habit to ask for them and using someone's name is better
- Instead of his/hers – practice using 'theirs'.

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## Using pronouns

Be upfront with your pronouns lets trans and gender diverse people know you'll respect theirs.

**Email signatures:** the easiest place to add your pronouns is after your name like this example

**Sue Ridge (she/her)**

**Internal systems:** add pronouns to your people finder or corporate directories. Not able to? A great way to be an **Active Ally** is to ask your organisation for a change so you can!

### Be consistent

If you work with someone who is affirming their gender, 'having their back' is important.

You can be an Ally by using their name and pronouns **consistently**. This means, including when they're not around and even if others don't.

## Staying informed

'Turning up' and role modelling is an important part of being an Active Ally.

If your organisation has a Pride Network-**attend their events, training and awareness days** shows your support.

Many organisations also have their own in-house inclusion training, these are a great place to start your learning journey too.

## Understanding LGBTIQ+

- **L** – lesbian
- **G** – gay
- **B** – bisexual
- **T** – trans and gender diverse
- **I** – intersex people
- **Q** – queer
- **+** – other groups that have diverse sexual orientation or gender experience

**LGBQ** – these parts of the community have a diverse sexual orientation (who they're attracted to).

**T** – trans and gender diverse people have a gender identity that doesn't match the one given at birth. They can have any sexual orientation (straight, or LGBQ).

**I** – 1.7% of the population are intersex, and some intersex people are also LGBTQ+ while others are not. Intersex people face similar (but not the same) issues as LGBTQ+ people.

For more info or to join  
**Pride in Water** visit:  
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