



Being an ally doesn't necessarily mean you fully understand what it feels like to be oppressed.

It means you're taking on the struggle as your own.

The Guide to Allyship



GG

Look for where you're privileged and make use of that to help make things more inclusive and more equal.

Interviewee, Exploring the Workplace for LGBT+ Physical Scientistseport





This guide is an introduction to developing good allyship practices. The Institute of Physics, Royal Astronomical Society, and Royal Society of Chemistry report

### Expect to make mistakes

- Bigging Tho
- **and**b
- Appropriate

- White

### Commit to self-educate

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### Recognise your own privilege

Privilege: A set of advantages a orded to particular groups, based on systems of unequal societal treatment. For example, non-LGBT+ people generally experience privilege related to having their sexual orientation and gender identity treated as the norm by society.

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### How to be called out/in



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Trans people overall reported a much stronger feeling than other groups that policies were not inclusive of their needs, that their co-workers were not able to have considered conversations about trans issues, and that simple indicators of respect, such as using the correct pronouns, were not used.



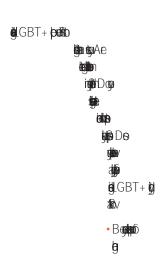
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# being an advocate

### Keep an eye out

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### Keep an ear out

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### O er your expertise/skills/time

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## GG

When I was hired, my line manager asked me about my preferred pronouns. Since I was very open about being transgender, he did what he could to ensure that the rest of my department and other co-workers also knew about my pronouns. People o en still use the wrong pronouns, but sometimes they get it right, and that is probably thanks to my line manager.

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### Alter

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### GG

The actions that most commonly contribute to a hostile environment for LGBT+ people are frequently small but numerous. O en it is smaller, day-to-day interactions that can. These actions might seem inconsequential to the antagonist and might be unintentional, but they leave lasting impact on LGBT+ employees...

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### Speak up

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I'm trying to better recognise when my humour might be unintentionally harmful to minority groups, and I think the joke you made earlier perpetuated negative stereotypes about gay people.





- –I don't understand why we need rainbow lanyards we're all scientists, sexuality shouldn't matter!
- –Actually, research shows that whether LGBT+ people feel supported in their identities at work makes a big di erence to the science they're able to do. Straight people can't fully understand because we don't share the same experiences, but we should make sure to listen to LGBT+ scientists – I found the

## Anal golden rule

Always keep others' privacy and confidentiality in mind.