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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



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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 Scientists report



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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

- Be open to feedback
- Apologise when you make a mistake
- Write down your mistakes and learn from them

Commit to self-educate

- Read LGBT+ related books and articles
- Research LGBT+ history and culture
- Attend LGBT+ events and workshops

Recognise your own privilege

Privilege: A set of advantages accorded 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.

- Non-LGBT+ people
- Religious people
- Belonging to a majority group

How to be called out/in

- [F07/ GS015 \(A, F\) / GS105 \(B, 7\) / GS016 \(S, F\) 1e \(1\) JETEMC / SpL \(a, GB\) / MCID618 BDC 10 00 10 4.83982.9035 TH06 / GS015 \(A, F\) / GS015 \(A, F\) JETEMC / SpL \(a, GB\)](#)



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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

- Engage with LGBT+ people
- Listen

@LGBT+ pdt
 @Ae
 @Dy
 @De
 @LGBT+ g
 • B

Keep an ear out

- Be a good listener
- Share your own experiences
- Ask questions

Offer your expertise/skills/time

- Take time
- Take LGBT+ people into account

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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 often still use the wrong pronouns, but sometimes they get it right, and that is probably thanks to my line manager.

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Interviewee, Exploring the Workplace
for LGBT+ Physical Scientists



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The actions that most commonly contribute to a hostile environment for LGBT+ people are frequently small but numerous. Often 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

- Don't be afraid to speak up if you see someone being treated unfairly or discriminated against. It's your duty to stand up for what's right.
- We can all make a difference by speaking up and supporting our LGBT+ colleagues.



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 difference 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

A **nal** **golden** rule

Always keep others' privacy and confidentiality in mind.

