



Opening an honest dialog

Be Honest:

"This is new to me, but I want to learn."
"Please tell me if I say something that hurts you."

It's normal to feel unsure, and to wonder if you are saying the right things. Just being there without judgement is half the battle. Just be sure to remember this isn't about you, this is about them.

Ask Respectful Questions:

"How are you doing with all this?"
"Who all knows about this?"
"How can I support you best?"
"What should I refer to you as?"

Make sure not to pry, and to ask only as many questions that they are comfortable with, and about only the subjects they are comfortable with.

Reassure:

"You coming out does not change anything between us. You are still my _____."

Let them know you love them the same, and you are here to support them.

Just because you feel unsure or confused or uncomfortable doesn't make you a bad person. It does mean you need to work through your emotions. Take the opportunity to ask about the things you feel confused about. Just be sure while you are dealing with your own emotions, you support the person who came to you for support in the first place.



For people of faith

While an ethic of justice, inclusion and radical love is at the core of every religion, and many denominations and faith traditions are open and welcoming of LGBTQ+ people, there are many others that are not. If you come from a religious background that teaches that non-straight sexual orientations or gender variance are wrong or immoral, look back to your texts and history and take time to learn from people of faith who have become allies because of their faith, not despite it.

**Human Right's
Campaign:
Religion & Faith
Resources**



 thehrfoundation.org

*the
handbook
for*
**BEING AN
ALLY**



Ways to show support

- Create social settings that bring your straight, cisgender and LGBTQ+ friends and family together.
- Talk openly and honestly with your LGBTQ+ loved ones about their lives.
- Make sure that you include the partners of your LGBTQ+ loved ones in events and activities, just as you would any other friend's spouse or significant other.
- Put a supportive symbol or sign in your office or home, or on your vehicle. For example, you could wear an LGBTQ+ ally button, add a rainbow sticker on your name badge at work, or put the Human Rights Campaign equal sign sticker on your car.
- If you hear an anti-LGBTQ+ comment or joke, speak up and explain why such comments or jokes are harmful and offensive.
- Attend pride celebrations and other LGBTQ+ community events.
- Post a message in support of LGBTQ+ issues on social media.
- Get involved with pro-LGBTQ+ groups and campaigns and contact your elected officials about LGBTQ+ rights.
- Stand up for LGBTQ+ issues in every aspect of your life — even if there are no LGBTQ+ people there to watch.



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Even if someone comes out to YOU, it does not mean they have come out to everyone. You cannot tell other people about this, even if you think they may know. This is known as "Outing" and is painful, and awkward, and sometimes dangerous for that person.



The four tiers of allyship

Action: Practicing using pronouns, & if you feel comfortable correct others when needed. Follow LGBTQ+ bills. Defend queer and trans people in conversation.

Learning: Learn as much as you can, whether that be from educational resources, or your queer or trans friend. Learn about history, so you can help prevent the repeat of it.

Listening: Listen to what people need from you. Listen to how they feel. Be there for them

Yielding: More often than not, the number one thing an ally can do is take a step back. Aspects of queer life are invisible to those who are not queer. Unless you are open to learning, it will remain invisible.

