

Being an LGBTQ2+ Ally

An ally is someone who actively and consistently supports, stands with and advocates for the LGBTQ2+ communities. Allyship is a process of continual learning and reflection.

As public servants, it is our responsibility to treat all people with dignity and promote a healthy and respectful workplace. By following the tips provided in this job aid, you can contribute to building a workplace that is inclusive of everyone.



What can I do to be an Ally?

Share your pronouns

By sharing your pronouns, you can help people use more inclusive language and create space for others to share their pronouns if they feel comfortable.

Here are a few situations where you can choose to share your pronouns:

- [in email signatures](#)
- in team and organizational charts
- when introducing yourself to new colleagues or in meetings

Use gender-inclusive language

When you are not certain of someone's pronouns, or when you are addressing a large group of people (in person, virtually or in writing), use language that is inclusive of all genders.

For example:

- Use someone's first and last name instead of gendered titles (Mr., Mrs., Ms., Miss) wherever possible.
- Use they/theirs instead of he/his or she/hers or his/hers (in documentation, during presentations, etc.).
- Use partner/spouse instead of wife/husband or boyfriend/girlfriend.

Demonstrate your support and participate in activities

By demonstrating your support and participating in activities, you can meet people from LGBTQ2+ communities and network with other allies to collaborate on ideas for support and action.

- Promote and participate in events of celebration and recognition.
- Display a pride flag in your workspace.
- Promote and participate in learning events from your organization or the Canada School of Public Service
- Join an Employment Equity and Diversity Committee, LGBTQ2+ Network or a support group that is open to allies.

Speak up!

By speaking up when you hear or see discrimination and exclusionary behaviour, you are standing in support and solidarity with LGBTQ2+ communities and contributing to a safer workplace for all.

Examples of discriminatory and exclusionary behaviour include:

- demeaning jokes
- offensive or stereotypical remarks
- exclusionary comments and expressions
- content in documents or learning products that is sex and gender-restrictive

Additional Resources:

- ♦ Canada School of Public Service Courses
 - ♦ [Positive Space Initiative: Awareness \(W080\)](#)
 - ♦ [Positive Space Initiative: Becoming an Ambassador for LGBTQ2+ Inclusion \(W081\)](#)
- ♦ External Resources
 - ♦ [LGBTQ2 Secretariat](#)
 - ♦ [Recommendations on Gender Inclusive Language](#)
 - ♦ [Glossary of LGBTQ2 Terminology from the Government of Canada](#)
 - ♦ [Notable LGBTQ2+ Awareness Dates](#)

