

HOW TO BE AN LGBTQ+ ALLY AT WORK

- 1 Familiarize yourself with LGBTQ+ terminology** – here's a great primer from [Human Rights Campaign](#).
- 2 Use [gender-neutral](#) greetings.**
- 3 Don't assume that all your friends and co-workers are straight.** Someone close to you could be looking for support in their coming-out process. Not making assumptions will give them the space they need.
- 4 Add your pronouns** to your email signature as well as your Slack and Zoom profiles.
- 5 Defend your LGBTQ+ friends against discrimination. If you see or hear something, speak up.**
- 6 Empower yourself by educating yourself.** Some helpful resources: [Glaad.org](#), [Human Rights Campaign](#), [Out & Equal](#)
- 7 Uncover your own bias** by taking Harvard's [Implicit Association Test \(IAT\)](#), which tests your transgender bias.
- 8 Openly show support.**
- 9 Be a listener.**