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SBS

THE ALLIES GUIDE

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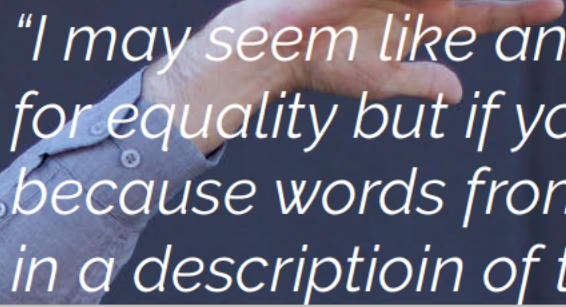
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*"I've been embraced by a new community.  
I never felt so much love."*

A close-up photograph of a person's hand and forearm, wearing a light blue button-down shirt, gesturing with the palm facing up. The background is dark and out of focus.

*"I may seem like an unlikely advocate for equality but if you are intolerant of someone because words from the acronym may be used in a description of their identity, you're a dongo."*

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# What is an Ally?

An "ally" is a term used to describe someone who is supportive and aware of the issues faced by members of the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) community.

An ally has to champion Inclusion and Diversity. They don't stand for discrimination.



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*"Love is Love!"*

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*"I AM STRAIGHT  
BUT NOT NARROW"*

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# Who can be an Ally?

Everyone can be an Ally inside or outside of SBS who does not identify as LGBTIQ+.

*"We want you  
as you are, not  
what you should be."*

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*"If you go to a celebration  
and don't understand its origins,  
then you don't understand what  
it's about."*

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# What is expected of Allies?

By reading this document, your involvement within the SBS Pride & Allies group is already a great show of support. It's great to have you on board!

Want to do more? Here is a direction for you:

1. It's great to **keep up to date** with what's happening in the LGBTIQ+ Community at whatever level might suit you. It could be at a local level or it may be some of the broader issues affecting people internationally.
2. **Speak up** if you feel you can call or address offensive conversations, terminology or behaviours.
3. **Be honest** and ask if you are not sure, we are here to guide and assist.
4. **Support equality** where you can (change won't happen without you)
5. **Put your hand up to participate** at key dates in the LGBTIQ+ calendar.
6. **Come out (as an ally, yes!)**

*"Everyone is fabulous"*

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# Encouraging ally participation

For involved allies, here are some suggestions regarding the importance of your visibility to lending credibility to LGBTIQ+ rights and interests among your colleagues:

- **Engage globally or acting locally** in celebrating the Community's successes and shedding light on the LGBTIQ+ space.
- **Sign an electronic "Ally Pledge"** to become a champion for equality and inclusion.
- **Display your membership** internally via email and externally on social media **Connect with us on Facebook** (Private group upon request)
- **Promote LGBTIQ+ forums/events** and talk about the importance of being an ally
- **Lead allies forums** and share your personal stories. You can never guess how much impact you have around you.
- **Speak externally** about your engagement with your own network and invite new allies into our events/social groups.
- **Support initiatives** in your own department and advocate for an equitable work environment.
- **Write your story**, "why I am an LGBTIQ+ ally?" Very impactful for others to recognise themselves in other's shoes. We will add it into our newsletter.
- **Show items that identify as member:** Badge, Sample flag, key ring, stickers,...

*“Being an ally simply means doing the right thing. It means calling out injustices, lending your support, listening and elevating the voices of LGBTQ+ people of the front.”*

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# Who to contact

You have some questions? Or just want to tell us about your story as an Ally? Or even be part of the SBS Pride & Allies group?

Drop us an email: [s22](mailto:s22)

Find us on the intranet: **About SBS / Clubs & Committees**



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*"Born Straight,  
refuse to hate"*

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*"You don't have to be  
LGBTIQ+ to support equality"*

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