ALLY GUIDING BEHAVIORS

The following outlines guiding behaviors for those becoming allies to LGBTQ colleagues.

**FIND COMMON GROUND**

When discussing relationships, marriage, parenting, and family, focus conversation on common ground, beliefs, hopes, and dreams.

**VALIDATE WHEN OTHERS SHARE**

Hold in confidence and validate another person’s feelings when they share issues around orientation, gender identity, or gender expression.

**REFOCUS CONVERSATIONS**

Tactfully refocus conversations with coworkers in a more accurate, supportive, and inclusive direction.

**CALL OUT HUMOR**

Tactfully call out “humor” or comments aimed at or about someone because they are LGBTQ.

**ACKNOWLEDGE AND ASK FOR HELP**

When talking with someone who is LGBTQ, acknowledge and ask for help when not certain how to talk about something.