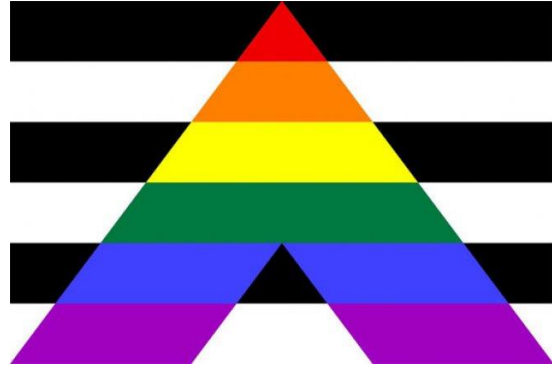


Ways to Be an Ally & a Friend



1. Be a listener.
2. Be open-minded.
3. Be willing to talk.
4. Be inclusive and invite LGBT friends to hang out with your friends and family.
5. 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.
6. Anti-LGBT comments and jokes are harmful. Let your friends, family and co-workers know that you find them offensive.
7. Confront your own prejudices and bias, even if it is uncomfortable to do so.
8. Defend your LGBT friends against discrimination.
9. Believe that all people, regardless of gender identity and sexual orientation, should be treated with dignity and respect.
10. Use the words *lesbian*, *gay*, *bisexual*, *trans*. It will make us feel less invisible and teach others to say it too.
11. Don't assume anyone is exclusively heterosexual. Use gender-neutral language when talking about your spouse and when talking about someone else's.