

# BEING AN LGBTQ2S+ ALLY: TIPS FOR FACULTY

- Make it clear to everyone in your classes, research group, or lab that homophobic and transphobic rhetoric will not be tolerated.
- Have a system in place for students to inform you of their proper name and pronouns, and use the right name and pronouns consistently
- Use gender-neutral language when speaking about someone you don't know the gender of. E.g. "You have a question, student in the green shirt?"
- If administering a survey in a class or in research, include options for gender other than "man/woman". Always leave a write-in option and an option not to answer.
- In group discussions or introductions, suggest students share their name and pronouns with the group, but also state that sharing pronouns is optional.
- Don't assume someone's sexuality- instead of "boyfriend/girlfriend" or "husband/wife", use "partner" or "significant other"
- Ensure you are up to date on terminology of sexuality and gender. Google is a useful tool for this.
- If you wish to ask LGBTQ2S+ students to lecture or provide training, ensure they are compensated fairly for that work. Try not to place all this work on LGBTQ2S+ students, as it can be overwhelming.
- Share your own pronouns in lectures, email signatures, or when introducing yourself.
- Have mandatory allyship training for your staff or research group.

