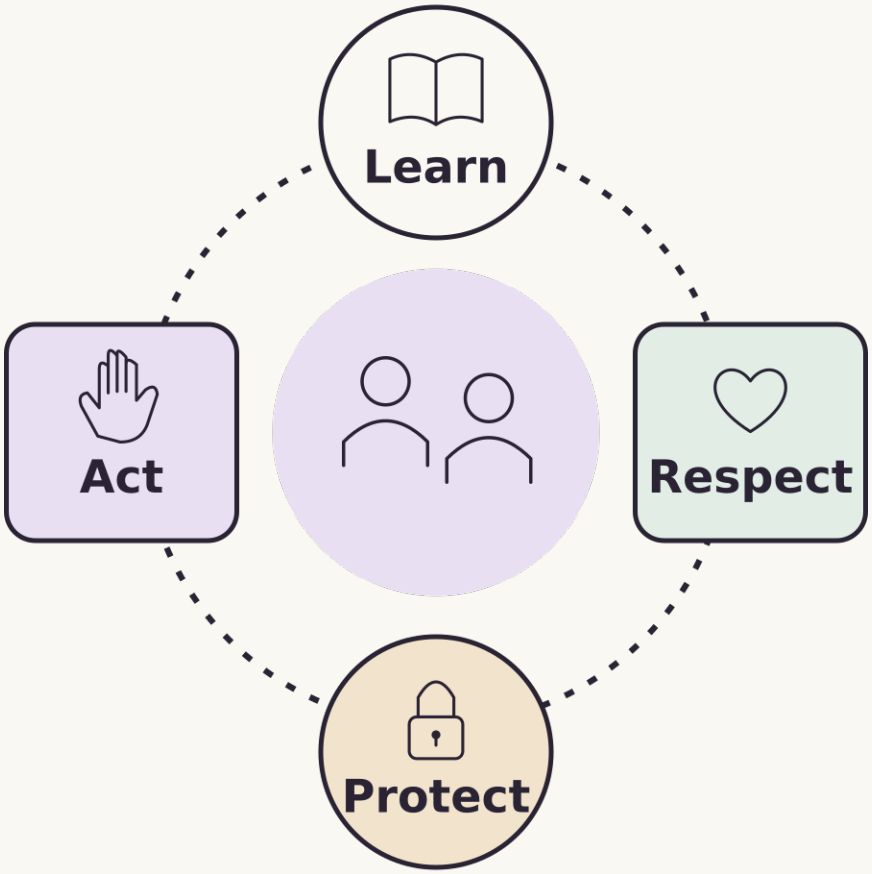
ALLY GUIDE

# Allyship is something you practise.

Everyday actions that support Two-Spirit and LGBTQIA+ people. Start with one, and keep learning.




Use their words. Respect the name, pronouns and identity someone shares. Do not guess from appearance or ask for private body or medical details.

Protect their privacy. Ask what is okay to share, with whom, and where. A person being out to you does not mean they are out to everyone.

Put care into action. Check what support the person wants. Challenge harmful comments when safe, and make room for community voices and leadership.

Reading: The Trevor Project - ally guide

ALLY GUIDE

# Everyday moments

**Someone shares their identity with you.**

"I'm glad you told me. What would feel supportive?"

Let them set the pace. They do not owe you an explanation or a label.

**You use the wrong pronoun.**

"Sorry, they. I'll correct that."

Make a brief correction, continue, and practise later. Avoid asking the person to reassure you.

**You hear a harmful joke.**

"Let's not make someone's identity the joke."

If speaking up could increase danger, check in privately and seek appropriate support instead.

**You want to introduce someone to others.**

"Which name and pronouns should I use here?"

Ask privately. Respect their answer and avoid sharing their identity without permission.

## Two-Spirit has specific Indigenous meaning.

Two-Spirit is a term some Indigenous people use for identities and roles connected to their cultures, communities, gender or sexuality. Meanings vary. Not every LGBTQIA+ Indigenous person uses it, and it is not a label for non-Indigenous people. Follow the person's own language and learn from Indigenous-led sources.

People can face overlapping barriers related to racism, disability, poverty, age and other experiences. Ask what would make participation easier. Listen to feedback, repair mistakes and support work led by the communities involved.

Reading: Native Governance Center - Two-Spirit leadership