

## **Ways to be an Ally at KSU**

1. Change your language to be as inclusive as possible to people of all identities.
2. Don't assume that someone is heterosexual or cisgendered.
3. Take time to consider your personal feelings about GLBTQA people, and to address those feelings.
4. Avoid tokenizing people based on their sexual orientation or gender identity.
5. Work to ensure the safety of GLBTQA individuals. This safety includes physical and psychological safety, as well as the ability to act without fear of stigma, oppression, or violence.
6. Challenge statements which endorse heteronormativity, homophobia, and cisgender bias. When challenging statements be sure not to assume persons intent and calmly explain why their statement was not okay.
7. Support the creation and use of gender-neutral restroom and locker room facilities to support people who may identify under the transgender umbrella.
8. Avoid staring or attempting to clock people's gender identity in the restroom.
9. Donate to, or organize a fundraiser for, the LGBTQ Emergency Scholarship Fund.
10. Attend a meeting or event of KentPRIDE!.
11. Volunteer for one of KentPride! or the KSU LGBTQ Center's special events.
12. Support faculty, staff, and fellow students who stand up for LGBTQ people.
13. Make an effort to include LGBTQ students and colleagues in group outings for classes and student organizations.
14. Make it your personal mission to not "out" people, keeping in mind that even if a person is "out" and open with you about their sexual orientation or gender identity they may not feel comfortable with you sharing this information with others.
15. Never describe or introduce people with terms that tokenize them, such as your "gay friend" or "transgender roommate" unless their sexual orientation is relevant or unless you also introduce your "straight friend" or "cisgender colleague."
16. Work to not automatically assign characteristics to people based on their perceived or actual gender identity.
17. Offer to be a part of someone's support network as he/she/ze is coming out.
18. Familiarize yourself with gender neutral language, for example ze (he/she), hir (him/her), or hirs his/hers).
19. Introduce yourself with the pronouns you prefer in order to create a safe environment for transfolk to share their preferred pronouns with you.
20. Remind others that individuals who are coming out are more than their sexual orientation or gender identity and expression, this affirms the human dignity of all.
21. Learn more about community resources such as PFLAG Cleveland, CANAPI, and Cleveland Pride.
22. Attend an LGBTQ event and then tell others widely about your attendance, just as you would about other aspects of your life.
23. Invite GLBTQA students to provide feedback about whether they feel included on your floor, department, or classroom. Provide opportunities for ongoing feedback.
24. Work to not buy into stereotypes about LGBTQ Resources.
25. Engage in friendly discussions regarding LGBTQA concerns both on campus and on the national level.

26. When updating on current events, include GLBTQA news, events and happenings.
27. Show your support by wearing GLBTQA pins, bracelets, or t-shirts.
28. When you hear someone ask, “What’s GLBTQA mean?,” stop and explain.
29. Avoid guessing who is GLBTQ and who is not.
30. Commit to being an ally all day, every day, regardless of whether anyone is witness to your acts.
31. Educate yourself and others about how to be an ally.

## **For Faculty & Staff**

32. Prominently display your Safe Space sticker on your office door or at the entrance to your workspace.
33. Designate your classroom as a Safe Space. Add a disclaimer to your syllabus and enforce it.
34. Ask GLBTQA constituents for feedback about how your office might better support or serve them. Ensure that there are ongoing opportunities for feedback.
35. Revise your syllabus to include GLBTQA films, articles, or other readings.
36. Join Allies, the GLBTQA staff and faculty organization.
37. Support GLBTQA issues in department meetings; speak up and voice your support so that your GLBTQA colleagues are not the only voices for equity.
38. Ensure that Wright Way Policy 4001—which includes protections for sexual orientation and gender identity/expression—is upheld.
39. Respect the request of transgender individuals to go by their preferred names and pronouns.
40. Add a variety of partner status options in your unit’s paperwork.
41. Health service providers, sexual violence prevention educators, student affairs advocates, and counselors, among others, should be comfortable with sexual health issues and terminology for GLBTQA individuals.
42. Include GLBTQA stories and materials in publicity for your unit.
43. Be open and prepared to discussing how GLBTQA issues affect students’ financial aid, career options, relationships with family, etc.
44. If you are not able to answer a question or help a GLBTQA student or colleague, be ready to ask for assistance from the Safe Space Core Team.

## **For Resident Assistants**

45. Normalize GLBTQA issues by bringing them up in your first floor meeting. Insist that all individuals are welcome on your floor.
46. Plan a program or make a bulletin board about GLBTQA issues. The Safe Space Core Team would be happy to provide resources and ideas!
47. Check in with your known GLBTQA residents to ensure that they feel included and welcome on your floor.
48. If their assigned roommate refuses to live with them, give GLBTQA students options and a voice in how the complaint is addressed.