

**On Allyship...**

*BBH Pride has compiled resources from National Human Rights organizations, healthcare associations and LGBTQ+ agencies to explain true allyship.*

**Basic Tenants**

As an Ally, I thoroughly and continually evaluate my personal beliefs and educate myself on gay, lesbian, bisexual, transgender and questioning-related issues in order to ensure that I am always creating a safe space.

As an Ally, I will create a non-judgmental, open-minded, hate-free environment where all LGBTQ+ persons can safely visit my home or business.

As an Ally, I will challenge language and behavior that is contrary to providing a safe environment both in and out of my personal space.

As an Ally, I find opportunities to spread awareness to others about the importance of LGBTQ+ issues.

As an Ally, I will become familiar with issues, current events, and resources surrounding LGBTQ+ issues and help to foster them in my own life.

**Steps on the journey:**

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes and de-center yourself.
7. Understand that your education is up to you and no one else.

**Do's and Don'ts** (Excerpt from Guide to Allyship)

- Do be open to listening
- Do be aware of your implicit bias
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do learn how to listen and accept criticism with grace, even if it's uncomfortable
- Do the work every day to learn how to be a stronger ally
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- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's)
- Do not behave as though you know best
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested community feels oppressed

**It's ok to make mistakes! Apologize, learn, and move on.**

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*BBHPride is a non-profit 501(c)(3) organization comprised of citizens who live and/or work in the cities of Brecksville and Broadview Heights.*

*We serve the community through education, workshops, fellowship, meetings, and special events all with the goal of establishing empathy, respect, and celebration of the LGBTQ+ community.*