

# Allies and Beyond

Making a commitment

# 2SLGBTQIA+ focus groups

- Sense of isolation
- More intentionality required
- Information and resources

# Ally informed organizations

- Put human rights and values of equitable inclusion at the core of their work;
- Show leadership and courage in the face of continued forms of discrimination and marginalization;
- Help to inspire communities who share the desire to make a safer space for themselves and those they care for.

# Definitions

- Allyship as actively supporting people for marginalized groups.
- Advocacy is taking action and building relationships within and across groups to drive positive structural change on a systemic issue.

# How you can help

- **ALLIES:** As individuals we care, have empathy for, and support people of all backgrounds, orientations, abilities, and cultures;
- **ADVOCATES:** In our work and words, we help individuals, organizations, and communities move forward with social justice and equity goals;
- **ACCOMPLICES:** We move forward together to create a more equal and just world for all people;
- **APPRENTICES:** We are always learning and we open our minds and hearts, admit any ignorance or errors, and ask for clarification.

# Scenarios

1. You are having lunch with some colleagues and your co-worker tells a homophobic joke.
2. At work you notice that a friend keeps getting harassed by a co-worker for being trans. He confides in you that he does not feel safe at work.
3. You overhear a friend who is actively involved in EDI-related activities invite Mary to a Pride event. She thanks them and says “I really want you to feel comfortable with your lifestyle”.

# Strategies for discussion

- Addressing barriers in the workplace
- Moving beyond performative allyship
- Create safe workplaces by being a catalyst to help develop a sense of belonging for 2SLGBTQIA+ and colleagues
- Being conscious of intersectionalities and being proactive about inclusion

# UBC events

- June 28 3:00pm – 5:00pm UBC Pride Connect 2SLGBTQIA+, Faculty, Staff & Postdocs
- June 29 3:00pm -4:30pm Applied Science Fireside chat specific to STEM

For more events and how to access information & resources:

<https://events.ubc.ca/pride>



# Vancouver Pride events

- June 24 3:00pm – 4:30pm PRIDE festival at Grandview Park
- July 31 12:00pm – 3:00 pm Vancouver's WestEnd-Festival Theme is Together Again at Sunset Beach
- August 6 Pride Parade
  
- For more information on these and other events, information and resources:

Vancouver Pride Society

<https://vancouverpride.ca/events>

<https://prideatwork.ca>

# Other resources

- <https://sac.cap.ca/index.php/student-resources/2slgbtqia-resources/>
- <https://www.aps.org/programs/lgbt/index.cfm>
- <https://www.prideubc.com>
- <https://www.intersectionaljustice.org/what-is-intersectionality>

Thank you for stepping up!