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 more 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!