

Take ^{TGD} Ally Action Guide

1.

When you hear someone misgender a colleague, *say something!*

We all make mistakes, and that's OK

When we misgender someone, we can quickly apologise and correct ourselves and move on. When we hear someone else misgender a trans or gender diverse colleague, we can speak up. We can gently remind the person that our colleague uses these pronouns, not those ones. This is a helpful reminder and we should encourage our colleagues to do the same for us when we make mistakes.

Here is a helpful resource on pronouns and the importance of using the correct gendered/non gendered language: **Pride in Diversity's Pronouns Guide**

2.

When you hear something, *say something!*

If you hear someone use a term that is inappropriate or harmful, what can you do?

In this case you can help to educate the person on the correct language to use when speaking about a trans or gender diverse person. Let them know that the language they used is inappropriate, offensive or outdated.

There are no such words as 'transgendered' or 'transgenderism'. The term to use is transgender or trans. If you are unsure of the correct terms, you can use this language guide from TransHub: **Language — TransHub**



3.

Visibility – It's all in the name

Trans Day of Visibility

It's a day when all trans and gender diverse people should feel empowered to be visible and to feel pride in who they are. (This is true for every day, but especially on Trans Day of Visibility)

With so much negative media and commentary, this might be harder at the moment — but by being visible allies we can help make the visibility of our trans and gender diverse colleagues' safer.

Wear a trans badge, use a trans virtual background (available for **download** from the ACON Pride Inclusion Programs website), put your pronouns in your signature block, attend a trans rally or show up at your workplace's celebration for Trans Day of Visibility.

4.

When you hear something, *say something!*

If you hear someone tell a transphobic joke, what can you do?

Speaking up does not need to be aggressive or difficult. You can simply speak to the person who made the joke and let them know you understand they were trying to be funny, but jokes can be very hurtful to someone who is trans or gender diverse. They are not inclusive and they make trans and gender diverse people feel excluded. They just add to the emotional load that trans and gender diverse people already carry.

Sometimes it is important to say something as soon as you hear the joke. At other times you may want to speak to the person alone later on, but don't leave it too long.

5.

There are many ways to be a great ally for our trans and gender diverse colleagues

Explore the following resources for ideas:

- Check out your organisation's ally guide
- Check out the resources on **TransHub**
- Download our **Ally Fact Sheets**
- Watch the recording of last year's Trans Awareness Week panel 'You Can't Ask That' **here**
- For info about Trans Day of Visibility visit **www.tdov.org.au**
- Book in a planning or training session with your RM. If you're not a member, you can find out how to join **here**