

## Inclusivity: How to be an Ally this Pride Month

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An ally is an individual who stands up for and with marginalized groups (LGBTQIA+, people with disabilities, women, black and brown people) whether those groups are present or not. Some key points to being a good ally is:



- ✓ **It is not the responsibility of the marginalized person(s) to educate you or others about issues or definitions.**
- ✓ **Allies create inclusive environments** that give value and respect to everyone for their unique gifts, experiences, perspectives, and talents.
- ✓ **ALLY is a verb**, not just a noun. Being an ally means building trust with others through action and establishing mutual respect towards one another.
- ✓ **Start with Yourself:** Be aware of your social dynamics of power and privilege. How do you fit in?
- ✓ **Ask clarifying questions** and become an ACTIVE listener.
- ✓ **Explore outside your comfort zone.** Interact with different social and cultural groups.
- ✓ **Become comfortable recognizing and discussing "isms"** (racism, ableism, sexism, etc.) and "phobias" (transphobia, xenophobia, homophobia, etc.).
- ✓ **Actions Matter**, so listen harder to those from a different identity than you!
- ✓ **Recognize when and where** power and privilege can be used to support people with less power or privilege.
- ✓ **Words Matter.** If you're unsure of what is the correct term or word to use, just ask!
- ✓ **Remember to speak up** when you hear biased language being used against others.
- ✓ **Always keep learning** by accepting feedback or criticism, being aware of societal changes, and being ready to adapt to those changes.

*\*The information in this article was sourced from the University of Kentucky Martin-Gatton College of Agriculture, Food and Environment Office of Diversity.*

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