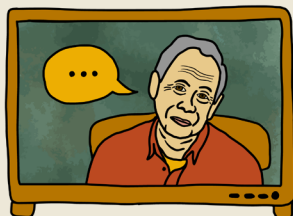




## Developing Empathy

- What kinds of things resonated for you in the videos?
- How are your experiences similar to those in the videos?



## Building Understanding

- Describe a situation where you felt excluded in your communities.
- List one thing from the videos that you want to learn more about.



## Taking Action

- Describe a situation where someone acted as an ally for you.
- Have you ever realized mid-conversation that you've made an incorrect assumption about someone?
- What can you do in your relationships to build trust?
- Whose responsibility is it to educate around LGBTQ2SI+ issues and allyship practices?
- What things can you do to be a better ally?



## Allyship Techniques

### 1. Active Witnessing

Making your presence known in the situation.

### 2. Supportive Actions

Correcting pronouns or language use, or discouraging discriminating conversation or put-down comments when the person in question isn't present, regularly including someone in an activity, sitting with or talking to a person who is being bullied.

### 3. Standing Up

Calling someone out, telling someone when you witness bullying or discrimination like your co-workers, a manager, a counsellor or someone you trust.

### 4. Calling In

Calling someone in is very similar to calling someone out in that you are calling attention to oppressive beliefs and behaviour, but it's done with a little more

compassion and offers a conversation and some education on the topic.

The following article describes the process of Calling In:

<http://everydayfeminism.com/2015/01/guide-to-calling-in>

### ***There is no ONE way to be an ally.***

You don't have to understand someone's identity to respect it.

Identity may not be what you expect it to be. Ask about pronouns, be open to possibilities.

Continue to educate yourself.