

Actions to Challenge Discrimination

Educate Yourself

- ▼ Read gay, lesbian, bisexual, or transgender literature and history
- ▼ Read newspapers or journals that feature gay, lesbian, bisexual, or transgender news/issues
- ▼ Go through a whole day imagining yourself to be gay, lesbian, bisexual, or transgender
- ▼ Attend gay, lesbian, bisexual, or transgender speakers, films, workshops, cultural events
- ▼ Attend a meeting of a group such as PFLAG (Parents, Family and Friends of Lesbians and Gays)
- ▼ Listen to and learn from gay, lesbian, bisexual, and transgender people

Model Inclusive, Accepting and Respectful Behavior and Attitudes

- ▼ Take pride in your same sex friendships
- ▼ Use inclusive language like partner or date rather than boyfriend/girlfriend wife/husband
- ▼ Make friends with and get close to gay, lesbian, bisexual, and transgender people
- ▼ Don't make assumptions about others' sexual orientations or genders
- ▼ Don't assume that being gay or lesbian is just about being sexual
- ▼ Don't assume gays or lesbians don't have, like, or want children
- ▼ Keep confidential information you have about others' sexual orientation or gender presentation
- ▼ Use the same standards for same gender affection in public that you use for opposite gender affection

Create an Inclusive Culture and a Welcoming Environment

- ▼ Remember that people around you are gay, lesbian, bisexual, and transgender
- ▼ Realize that closeted gay, lesbian, bisexual, or transgender people may be wondering how safe the environment is for them; provide safety by making it clear you accept and support all people
- ▼ If you're creating public displays of information, include same sex couples or references to gay, lesbian, bisexual, and transgender lives; post flyers announcing events of interest to gay, lesbian, bisexual and transgender people
- ▼ Find out about and share resources and information on gay-affirmative service providers, events, bookstores, bars, etc.
- ▼ Say the words gay, lesbian, bisexual, and transgender out loud; be aware that there are potentially people around you that are gay, lesbian, bisexual, or transgender even if none are out.



Educate Others

- ▼ Sponsor a workshop on homophobia
- ▼ Sponsor a gay, lesbian, bisexual, and/or transgender speakers bureau program
- ▼ Sponsor films like *The Kids Are All Right*, *Milk*, *Beyond Gay: The Politics of Pride*, *TransAmerica*, or *Boys Don't Cry*
- ▼ Set up bulletin board displays on gay, lesbian, bisexual, and transgender issues/culture/people
- ▼ Have informal discussions where you live, go to school, work, groups, and friends
- ▼ Offer alternatives, accurate information, etc. when you hear homophobic stereotypes or myths
- ▼ Write articles for a newspaper on gay, lesbian, bisexual, and transgender issues; write letters to the editor

Confront Overt Incidents

- ▼ Interrupt heterosexist/gender jokes, slurs, comments, or assumptions
- ▼ Actively react to anonymous anti-gay graffiti
- ▼ Get support for yourself when confronting incidents
- ▼ Make clear to all who are involved both relevant policies and your own feelings
- ▼ Provide support to the victim/target of the attack
- ▼ Critically review local media for heterosexual bias and call/write editors with complaints/suggestions

Take a Public Stand

- ▼ Wear a button such as "I support gay rights" or "How dare you presume I'm heterosexual"
- ▼ Attend rally or march supporting gay, lesbian, bisexual, and transgender people; write a letter to the school paper
- ▼ Sign a petition supporting gay rights
- ▼ Promote gay, lesbian, bisexual, and transgender nondiscrimination policies
- ▼ Campaign to pass gay rights bills
- ▼ Join an organization that promotes gay rights
- ▼ Form a support/activist group for heterosexual allies
- ▼ Organize to get more or maintain existing resources in your community: e.g., an office for LGBT Concerns; an LGBT community center; lesbian and gay studies courses/programs; pro-lesbian/gay counselors; gay, lesbian, bisexual, and transgender speakers, cultural events, etc.

Adapted from **Diversity Works** 201 N. VALLEY RD. PELHAM, MA 01002 (413)256-1868