

## What is an ALLY?

An Ally is someone who may or may not be LGBTQ+ themselves, but supports and defends the rights of LGBTQ+ individuals.

Allies have always been a critical part of equal rights movements. During the Civil Rights Movement of the 1960s, white people stood along people of color as they fought for equal protection under the law. They did this because they supported the moral principles of the movement. Organized Labor supports movements aimed at increasing worker rights.

LGBTQ+ allies help to eliminate workplace barriers and forge inclusive work environments which prioritize the rights and needs of all workers. Allies use appropriate pronouns and take the lead from LGBTQ+ persons.

Allies are secure in who they are and know the importance of bystander intervention when worker rights are being infringed.

## HEAR IT, STOP IT!

*Allies are everyday heroes.*

## LGBTQ+ Do's and Don'ts

**DO:** Practice active listening. You don't have to agree with someone to treat them with respect and dignity.

**DON'T:** Ask a transgender person about their transition process.

**DO:** Respect privacy and practice confidentiality.

**DON'T:** Offer backhanded compliments like 'I would never have known you used to be a man/woman!' 'You don't look gay/lesbian.' Though well intended, these can be cutting and detrimental to an atmosphere of respect.

**DO:** Ask questions that relate to interacting with respect, such as 'What pronoun do you use?'

**DON'T:** Ask more personal questions about sexuality or intimate relationships.

**DO:** Apologize if you make a mistake. Mistakes happen! Sincerely apologize and move on.

## Questions? Contact:

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# Creating An LGBTQ+ Affirming Union

UFCW OUTreach is a constituency group dedicated to building mutual support between our union's International, regional and local Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) communities and their Allies.

OUTreach is committed to organizing for social and economic justice for all, regardless of age, race, gender, creed, color, sexual orientation, or gender identity. We are fighting to achieve equality for all members of the LGBTQ+ community in employment, benefits, accommodations, marriage, immigration, and wherever else inequalities exist.



**'An Injury to One  
is an Injury to All'**

**VISIT US ONLINE:**  
[www.ufcwoutreach.org](http://www.ufcwoutreach.org)

 [facebook.com/ufcwoutreach](https://facebook.com/ufcwoutreach)

 [@ufcwoutreach](https://www.instagram.com/ufcwoutreach)  [@UFCWOUTreach](https://twitter.com/UFCWOUTreach)

## FAQs

**'Can I be discriminated against on the job?'** Discrimination is not permitted in the workplace. UFCW members cannot be fired or punished by management, except for reasons specifically detailed in their workplace contract. These same contracts also require coworkers to treat each other with respect and dignity on the job, regardless of gender, race, creed, sexual orientation, or gender identity or expression.

**'What do I do if I am targeted?'** If you believe you, or someone you work with, has been discriminated, contact your Union Representative immediately.

**'What does ITNB/GNC mean?'** ITNB stands for Intersex, Transgender and Non-Binary. Intersex people are born with reproductive or sexual anatomy that doesn't fit into the boxes of 'female' or 'male.' Transgender is an umbrella term that describes people whose gender identity does not match the sex they were assigned at birth. Non-Binary is a spectrum of gender identities that are not exclusively masculine or feminine. GNC is another way of saying Gender Non-Conforming, that is behavior or expression that does not match gender norms.

*I am gay. I am lesbian. I am bisexual. I am transgender. I am queer.  
I am like you. I am human.*

**'How do I know the right way to address a transgender person?'** The first thing you can do is listen. Generally, someone who knows the person well will refer to them with the correct name and pronoun. If you are unsure of anyone's pronoun, ask, "what is your pronoun?"

**'There is a person in the bathroom with me that looks like they belong in another bathroom. How do I deal with that?'** Remember first and foremost that there is no right or wrong way for a person to look. We shouldn't assume that a person chose the wrong bathroom because we think we know their gender identity. Unless the person is behaving inappropriately, there is very little reason for concern.

Sadly, many LGBTQ+ have been assaulted or accosted while using public restrooms even though they were doing nothing wrong. Transgender people have been using the bathroom most appropriate for their gender identity for many years. You have likely shared a bathroom with a transgender person without even knowing.

If you remain uncomfortable sharing a bathroom with someone you think is using the wrong facility, please contact your local Union Representative to discuss the issue.

## Transgender Key Terms

**Gender Expression:** Refers to how an individual communicates their gender to others through clothes, hair, jewelry, make-up or other accessories

**Gender Identity:** Gender is FLUID. Someone's gender does not always match their biological sex. Biological sex refers to someone's sex at the time of their birth, not their gender identity, which relates to how a person feels in their mind and heart about their gender. The UFCW respects and affirms diverse gender identities.

**Pronouns:** Pronouns are how we refer to ourselves and others in society. They serve to validate our gender identities. For a large number of people, their gender identity matches their assigned pronoun. When we don't call someone by their affirming pronoun, we have made an assumption and, in doing so, we may misgender them.

**Transition:** The process of changing gender from one's birth-assigned gender to one's gender identity. This process can include legal steps, such as changing one's name and/or sex on legal documents. It may also include medical aspects such as hormone treatment or gender affirming medical procedures.