

OMV



What drives an ally?

Deep dive
30/30 mins

Deep Dive session
9.10.2024





1 Allies act out of a position of privilege. Allies act out of a range of motives.

Where would you see yourself privileged? Where might others see YOU as privileged?	What are/were your very personal motives to become an ally?
Job position	I am not part of a minority group
Knowledge	Own value set
Youth	Better workplace for everyone
White, young	I want my children to have freedom to choose who they want to be
Healthy, born in Austria, to have money	I am empathetic
Not afraid of other opinions	Sense of fairness
Education	Injustice
Physically normative	Not the same chances
White	Outside views to the bubble
Educated	Best friends
born & raised in Austria	To make the world more fair
I'm out, I've adopted a child, and I'm a woman in a „man's world“	

Why do people become allies?



People choose to become allies for lesbian and gay individuals for various reasons.

- **Justice and Equality:** Many people want to advocate for a fairer and more equal society. They recognize that lesbian and gay individuals often face discrimination and injustice and want to actively contribute to combating these inequalities.
- **Personal Relationships:** Often, people have friends, family members, or colleagues who are lesbian or gay. These personal connections can heighten awareness of the challenges and discrimination these individuals face and inspire a desire to support them.
- **Education and Awareness:** Through education and awareness of the history and current struggles of the LGBTQ+ community, many people develop a deeper understanding and compassion. This can motivate them to engage as allies.
- **Moral and Ethical Beliefs:** Some people are driven by their moral or ethical beliefs to advocate for the rights and well-being of others. They see it as their duty to stand against injustice and discrimination.
- **Social Responsibility:** Many people feel a social responsibility to support marginalized groups. They want to be part of a movement that brings about positive change and promotes an inclusive society.

Why LGBT Allies Are Critical | EDI NIH - National Institutes of Health. - <https://www.edi.nih.gov/blog/why-lgbt-allies-are-critical>
Research: How to Be a Better Ally to the LGBTQ+ Community. - <https://hbr.org/2023/04/research-how-to-be-a-better-ally-to-the-lgbtq-community>
Supporting LGBTQ+ Friends and Family as an Ally. - <https://www.psychologytoday.com/us/blog/the-power-of-community/202405/supporting-lgbtq-friends-and-family-as-an-ally>



2 Allies come with Motifs. Communities come with expectations.

What would you expect from an ally? (irrespective if you are ally or member of a community)

Genuine interest, active support Be a multiplier Stand up for me
Get educated& informed
Avoid assumptions - consistently
Question their views
To understand the structure, because it is a structural problem – not a private one Political support
<u>Stand up</u> for them
Be there in difficult times

3 Expectations for allies



Gay and lesbian individuals often have specific expectations of allies that help them feel supported and accepted.

Respect and Understanding: LGBTQ+ individuals expect allies to respect and understand their identities and experiences. This means being informed about the challenges and discrimination they face and responding sensitively.

Active Listening: Allies should be willing to listen and take the stories and experiences of LGBTQ+ individuals seriously. This helps develop a deeper understanding and compassion.

Support in Difficult Situations: LGBTQ+ individuals expect allies to support them in difficult situations, whether by intervening in cases of discrimination or offering emotional support.

Visibility and Solidarity: Allies should make their support visible, whether by wearing rainbow symbols, sharing LGBTQ+friendly content on social media, or participating in Pride events.

Education and Awareness: Allies should continuously educate themselves and stay informed about current issues and challenges facing the LGBTQ+ community. This shows that they are genuinely interested in the community's concerns.

Advocating for Equality: LGBTQ+ individuals expect allies to actively advocate for their rights and equality, whether through political engagement or supporting LGBTQ+ organizations.



There are plenty of activities that can be done for an ally.

What have you done already? What have you seen others doing?

Getting actively involved → change is possible:

Join demos, Stand up in public!

Join socializing events (parties)

Joining groups matching your agenda (VIMÖ, political parties)

Pride has always been about change in society and is therefore political

I'm lesbian – never thought I can be an Ally

Networking events,

(organize and attend) queer/diverse Jobfairs

Being visible in non queer spaces

Educational programs

Hosting/attending events

Add a logo to your signature (e.g. welcoming out: WELCOMING OUT is a symbol you can use to show queer people that they can come out to you without fear if they want to.)

What allyship is not



Common misunderstandings about allyship

- **Being an ally means knowing everything:** Many people think that being an ally means having all the answers. In reality, it is more important to be open to learning and growth, and to be willing to make mistakes and learn from them.
- **Being an ally is a one-time action:** Some believe that a single supportive action is enough. However, allyship is a continuous process that requires constant attention and engagement.
- **Being an ally means speaking for others:** Another misconception is that allies must always speak for the LGBTQ+ community. It is more important to listen and create space for affected individuals to share their own stories and experiences.
- **Being an ally is easy:** Many underestimate the challenges associated with allyship. It can be emotionally taxing and requires courage to stand up against discrimination and injustice.
- **Being an ally means being perfect:** No one is perfect, and allies will make mistakes. It is important to acknowledge these mistakes, learn from them, and continue striving to be a better supporter.