

# ALLYSHIP

for educators

## How can you be an ally?

While state and borough policies may limit your ability to support your LGBTQIA2S+ students as vocally as you'd like, there are still many ways to support your students:

- **Familiarize yourself with current borough and state policies** so you know what you can and cannot say (examples: BP 4055, BP 6020)
- **Know and stand up for your students' rights**
- **Take bullying of all sorts seriously**
- **Encourage a classroom environment where students feel safe** to speak and express themselves, even if you are not directly engaged in that conversation
- **Provide support for the issues you can;** for example, accommodate disabilities, connect students with school resources, address complaints of bullying
- **Be loud and visible in your personal advocacy**
  - Testify against anti-trans and anti-LGBTQIA2S+ policies and bills
  - Speak up about LGBTQIA2S+ rights and issues amongst your friends, family, and community groups
  - Stand up against anti-trans and any anti-LGBTQIA2S+ hate; be willing to be uncomfortable in order to keep queer and trans people safe
  - Advocate to school administrators for inclusive curriculum that uplifts diverse voices and perspectives, including queer and trans voices.
- **Respect your students as individuals** rather than making assumptions relating to gender or other identities
- **Use gender-neutral language when possible,** and allow your students to use gender-neutral language in their work (i.e., "they" instead of "he/she")
- **Let students take the lead in their own introductions,** allowing them to establish their name and pronouns with other students
- **Respect student confidentiality:** a student sharing about their identity with you does not mean they want to share with everyone. Openly sharing private information without the student's permission may put your student at risk of harm
- **Continue to educate yourself and examine your personal biases.** Read, watch and listen to media created by queer and trans artists, activists and authors.

## Case-building and legal support options

If you believe your rights are being violated, document everything you can. Your school or district administration may have avenues for grievances and repairs, but if you are in need of further legal assistance, you can submit an ACLU of Alaska intake form at <https://www.acluak.org/en/get-help>.



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