

## RATE YOURSELF AS A WORKPLACE ALLY

Which of the following supportive actions have you already taken, and where do you need to improve as an ally? After answering these questions, identify one to three ways you plan to be a more vocal and supportive workplace ally in the coming year.

SUPPORTIVE ACTIONS	YES	NEEDS IMPROVEMENT
I have educated myself about the forms of social, political, legal and economic discrimination that LGBT people and people living with HIV face every day.	<input type="radio"/>	<input type="radio"/>
I try to use gender-neutral terms such as “partner” or “spouse.”	<input type="radio"/>	<input type="radio"/>
I respectfully ask transgender co-workers which pronoun they prefer.	<input type="radio"/>	<input type="radio"/>
I interrupt homophobic and transphobic remarks and actions by making simple statements such as “Please don’t use that language around me,” “I find that disrespectful” or “I don’t agree with that.”	<input type="radio"/>	<input type="radio"/>
I speak up proactively for LGBT and HIV rights in the workplace.	<input type="radio"/>	<input type="radio"/>
I try to be a supportive witness. If I see discrimination or harassment occurring in my workplace, I document and protest it.	<input type="radio"/>	<input type="radio"/>
I encourage my employer and union to present workplace diversity workshops on sexual orientation, gender identity or expression and HIV.	<input type="radio"/>	<input type="radio"/>
I support LGBT co-workers’ right to form an employee resource group.	<input type="radio"/>	<input type="radio"/>
I support the right of differently abled co-workers to obtain reasonable accommodations. I do not complain that a co-worker is getting “special treatment” for an accommodation that is allowing them to work.	<input type="radio"/>	<input type="radio"/>
I am familiar with employee policies at my workplace and the mechanisms for changing them.	<input type="radio"/>	<input type="radio"/>
I welcome the partners, dates and families of LGBT people to all social events (company picnics, holiday parties, etc).	<input type="radio"/>	<input type="radio"/>
I actively advocate for change by fighting for the rights of LGBT co-workers and co-workers living with HIV at my workplace.	<input type="radio"/>	<input type="radio"/>
I actively advocate for change by fighting for the rights of LGBT co-workers and co-workers living with HIV on the city, state and federal level.	<input type="radio"/>	<input type="radio"/>

