

DEAKIN UNIVERSITY

LGBTIQA+ Active Allyship Guide



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Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together.

As we learn and teach through virtual and physical spaces constructed across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our campuses are located.

We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.



LGBTIQ+ Active Allyship Guide

The Deakin LGBTIQ+ Active Allyship Guide is for students, staff, and the broader community to actively support and advocate for inclusion and respect. Creating a safer, fairer, and more inclusive environment is a shared responsibility. Allyship requires ongoing commitment, openness to learning, and intentional action to foster safe and respectful spaces for all.

By working together, we can strengthen opportunities and address challenges faced by LGBTIQ+ staff and students, ensuring an inclusive learning and working environment for everyone.

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Understanding LGBTIQA+ Identities

<p>L</p> <p>Lesbian</p> <p>Women who are romantically and/or sexually attracted to other women.</p>	<p>G</p> <p>Gay</p> <p>Someone who is exclusively romantically and/or sexually attracted to people of the same gender to themselves.</p>	<p>B</p> <p>Bisexual</p> <p>Someone who is romantically and/or sexually attracted to people of the same gender and people of another gender. Bisexuality isn't exclusive to binary genders.</p>	<p>T</p> <p>Transgender</p> <p>Umbrella term that describes people whose gender is different to the sex assigned to them at birth.</p>	<p>I</p> <p>Intersex</p> <p>People who have innate sex characteristics that differ from medical norms for female or male bodies.</p>	<p>Q</p> <p>Queer</p> <p>Umbrella term for sexual and gender minorities who are not heterosexual or are not cisgender. Historically used as a slur from the late 1800s.</p>	<p>A</p> <p>Asexual</p> <p>Someone who has no sexual attraction to anyone. Also referred to as 'ace'.</p>
<p>+</p> <p>Plus</p> <p>Acknowledges all other different gender identities and sexual orientations that are not already present in the lettered acronym.</p>	<p>P</p> <p>Pansexual</p> <p>Someone who is romantically and/or sexually attracted to people regardless of their gender identity.</p>	<p>A</p> <p>Aromantic</p> <p>Someone who does not experience romantic attraction. Also known as 'aro'.</p>	<p>B</p> <p>Brotherboy</p> <p>A term used by some Aboriginal and Torres Strait Island communities to describe gender diverse people who have a male spirit and may take on men's roles within the community.</p>	<p>S</p> <p>Sistergirl</p> <p>A term used by some Aboriginal and Torres Strait Island communities to describe gender diverse people who have a female spirit and may take on women's roles within the community.</p>	<p>NB</p> <p>Non-binary</p> <p>A gender identity that exists outside the traditional categories of exclusively male or female, and can include identities that are a mix of both, neither, or fluctuate between genders.</p>	<p>GD</p> <p>Gender diverse</p> <p>An umbrella term for a range of genders expressed in different ways.</p>

Some identities included under the "+"

Sexuality	Gender	Sex	Collective Term
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Keep in mind that terminology can evolve, and individuals connect with terms in their own way. Commit to ongoing learning and always mirror the language people use for themselves.

Other Key Terms

Gender

Part of how you understand who you are and how you interact with other people. Gender can be described as a social construct and is not solely determined by biological differences but is shaped by societal norms, cultural expectations, and historical contexts. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.

Cis or cisgender (pronounced 'sis')

A term used to describe people whose gender identity aligns with the sex that was assigned to them at birth (male or female)

Sex

A person's biological sex characteristics. We have previously understood the term 'sex' as either female or male.

Sex recorded at birth

Data collection often refers to sex recorded at birth. This is based upon a person's sex characteristics and reproductive organs observed at, or soon after, birth.

Intersex

Some people are born with a variation to physical or biological sex characteristics including chromosomes, hormones or anatomy. These are called intersex variations. There are many different intersex variations that can be identified prenatally, at birth, puberty or adulthood.

Gender Diverse

An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.

The Role of an Active Ally

What is an ally?

Someone who actively supports an inclusive culture for people of diverse sexuality and/or gender. Being an ally is an active and ongoing process, and it is critical to be open to learning new things to foster safe spaces for those around us.



Using Inclusive Language

Language shapes our interactions and helps create inclusive environments, especially for LGBTQIA+ and gender diverse people.

At Deakin, we are committed to safety, respect, and inclusion, ensuring everyone feels valued and supported.

Explore ways to use inclusive language and access educational resources below. LGBTQIA+ inclusive language is a way of acknowledging and respecting the natural diversity of sex, gender and sexuality.

What is intersectionality?

Remember how **Intersectionality** plays an integral role. Intersectionality is an approach to understanding how social meanings related to the way we categorise and identify can overlap and interconnect. This creates different layers and types of discrimination or disadvantage for either an individual or group. Categories include gender, sexual orientation, sex characteristics, ethnicity, language, faith, class, socioeconomic status, ability and age.

[Watch: What is intersectionality?](#)

LGBTQIA+ inclusive language can come in three forms:

- Verbal (for example, through spoken inclusive language)
- Written (for example, through intake forms, student and staff systems)
- Visual (for example, through the display of LGBTQIA+ flags, lanyards, ally badges, email signatures)

Inclusive language reference guides

- [Deakin introductory LGBTQIA+ Inclusive Language guide](#)
- [Victorian Government's LGBTQIA+ Inclusive Language Guide](#)

Further resources for LGBTQIA+ inclusive language and teaching

- [Deakin Inclusive Practices Guide](#)
- [Deakin Inclusive Teaching Toolkit](#)
- [Gender affirmation procedure and support](#)
- [LGBTQIA+ Multilingual Terminology](#)

What You Can Do

▶ Be aware

Call out discrimination, misinformation and disrespectful behaviour and language. Even if it's intended as a joke, explain why that behaviour is wrong.

▶ Understand terminology

Use inclusive language throughout your workplace and social life and encourage everyone to do the same. Understanding LGBTQIA+ terminology and using language that is inclusive is a simple way to show respect and recognition for the LGBTQIA+ community.

▶ Avoid misgendering

You can't always know what someone's pronouns are by looking at them. Asking for and correctly using someone's pronouns is one of the most basic ways to show respect. This includes things like not assuming the gender of people's partner(s) and using gender neutral pronouns (they/them) if you aren't sure what pronouns someone uses. For more information about pronouns, [click here](#).

▶ Respect chosen names and pronouns

Don't use, or ask about, a person's former name (dead name). Always refer to people by the name and pronoun a person uses or shares with you. They can share verbally (introducing themselves), physically (e.g. wearing a pronoun pin and nametag), or in writing (e.g. email signatures and Teams pronouns). If you make mistakes and take some time to get it right, politely correct yourself and move on.

▶ Be Inclusive

Never dictate who can use what bathroom or other areas of the university due to their gender identity.

▶ Show visible support

Show visible ways to show your allyship, e.g. wear rainbow lanyards, Ally & pronoun badges, email signatures, support and attend pride events and advocacy campaigns and rallies.

▶ Be supportive and don't 'out' someone

Never disclose or pressure someone to disclose their sexuality or gender without their consent.

▶ Use inclusive language

Avoid heteronormative/heterosexist language and biases. It is better to use the word 'partner' (instead of 'wife/husband' or 'girlfriend/boyfriend') where the gender, sexual orientation, or relationship status of a person is unknown.

▶ Be respectful

Don't ask invasive questions. Everyone deserves respect and dignity, so it is very important that questions are asked in a respectful way and to avoid questions of an intimate or explicit nature.

▶ Educate yourself

Educate yourself, your peers, colleagues, friends and family. Refer below for some resources to learn more and build your understanding.

▶ Improve process and give feedback

Notice a system or process that isn't inclusive? Speak up on behalf of LGBTQIA+ people to help improve their experience.



Supporting LGBTIQIA+ Students and Staff

- ▶ **Staff supporting students** [Deakin Staff Hub – Staff supporting LGBTIQ+ Students](#)

[Deakin Inclusive Teaching Toolkit](#)

- ▶ **Join the Student Collectives** [DUSA | Deakin Pride \(PRIDE\)](#)

[DUSA | Deakin Geelong Queer Collective \(DGQC\)](#)

- ▶ **Display your pronouns** Email signature – [find out why this is important](#)

[Add your pronouns to Zoom](#)

[Add your pronouns to Microsoft Teams](#)

- ▶ **Join Deakin Pride Network** Deakin Pride's mission is to support and connect Deakin's LGBTIQIA+ staff members, students, and allies to foster belonging and inclusion.

Deakin Pride is a member-led network designed to provide community, social support, and a safe, respectful and welcoming space for LGBTIQIA+ staff, students, and allies.

All are welcome; whether you identify as members of the LGBTIQIA+ community, questioning, or allies. Email respectbelongthrive@deakin.edu.au to join!

- ▶ **Student Support** • [Student Support LGBTIQ+ Support and resources | Students](#)
- ▶ **Staff Support** • [Health and wellbeing](#)
- ▶ **External Support** • [Beyond Blue](#)
Depression and anxiety support
1300 224 636: 24 hours, 7 days a week
- [Lifeline](#)
Crisis and mental health support with suicide prevention
13 11 14: 24 hours, 7 days a week
- [QLife](#)
Free LGBTIQIA+ peer support and referral
1800 184 527: 3 pm to 10:30pm
- [Switchboard \[Rainbow Door\]](#)
Support services for the LGBTIQ+ community and their allies
1800 729 367: 10am-5pm 7 days per week
- [CHARLEE](#)
Free LGBTIQIA+ Digital Resource for suicide prevention
- [Thorne Harbour Health](#)
Health services and programs for LGBTIQ+ communities and people living with HIV
- ▶ **Resources** • [Deakin Gender Affirmation procedure](#)
- [Deakin Gender affirmation support and resources](#)
- [Deakin Harassment and Discrimination Contact Officers](#)
- [LGBTIQ+ Inclusion & Engagement Plan 2024 – 2026](#)
- [LGBTIQIA+ Multilingual Terminology](#)
- [Say It Out Loud](#)



Contact Equity and Inclusion

The Equity and Inclusion team are here to support with training programs or any enquiries relating to LGBTIQIA+ inclusion. To get in touch, email respectbelongthrive@deakin.edu.au