



## Questions to Ask Yourself to Be a Better Bi+ Ally

YOU have the power to make acceptance happen. While bisexual+ people too often face discrimination and bias—in both LGBTQ+ and non-LGBTQ+ spaces—by putting the effort in to be a better bi+ ally, you can help create and perfect safe spaces for everyone. By taking the time to understand bi+ identities and make safe spaces, more and more bi+ people will feel safe to come out and express themselves to others. This creates a positive cycle of acceptance over time. The journey to allyship starts with ourselves, and we all have questions to ask ourselves about our biases and our allyship. Here are a few to get you started.

### Question Your Assumptions:

People often make assumptions about people who are bi+ – and all of us can fall into that trap. Question your assumptions:

- Am I seeing bi+ people as people with unique experiences, or painting the community with one broad brush?
- Do I assume that everyone who identifies as bi+ will eventually identify as gay/lesbian or straight?
- Are all bi+ people that I can identify are young, white, conventionally attractive, rich, and cisgender?

### Identify Your Biases—Conscious and Not:

Everyone holds unconscious biases. We all need to take time to consider our biases, isolate them, examine them, and unpack them.

- Where have I learned about people who identify as bi+?
- Is it possible that I misunderstand the stories that people who are bi+ share with me people because of certain stories I have heard, read, seen, or experienced?
- Am I familiar with common myths about the bi+ community?

### Listen to Really Hear:

It can be hard to hear that we have made incorrect assumptions or acted in a way that made someone else feel excluded, but it's important we listen.

- Am I actually listening to bi+ people when they talk about their experiences?
- When I hear stories about discrimination that bi+ people have experienced do I get defensive?
- Do I perceive constructive criticism about my (unconscious) biases as an attack?
- When someone tells me the language they use to describe themselves, do I use that terminology appropriately, even when it seems difficult to do?

### Really Make the Effort to Learn More:

Being willing to learn is important, but expecting people who hold marginalized identities to do emotional labor can be exhausting for them.:

- Have I sought out information about bi+ identities in the past?
- Am I doing my own research or am I expecting my bi+ friends and loved ones to do that work for me?
- How familiar am I with local and national bi+ led organizations that are doing this work and creating resources?

### **Creating (Bi+) Safe Spaces:**

Demonstrating allyship should not be dependent on someone who holds a marginalized identity being present. Inclusion means acting inclusively all the time.

- Am I being inclusive, correcting misinformation, and dispelling myths about bi+ people in the spaces that I'm in – even when I'm not sure that bi+ people are present?
- Am I talking about my bi+ loved ones and their identities appropriately and correctly even when they're not around?
- Am I thinking about ways to use bi+ inclusive language (e.g., marriage equality and not gay marriage)?

### **Improving Your Workplace:**

Bi+ people face disparities in the workplace. We have the ability to create change in our workplaces by asking the following questions, especially when engaging your ERG:

- Are my workplace's policies explicitly inclusive of bisexual+ people?
- How can I help others be more welcoming to potential bi+ colleagues?
- Am I standing up for bisexual+ people behind closed doors?
- Is there bi+ specific programming at my workplace?
- Are bi+ people being represented in leadership and advertising?

### **Show Up As a Great Active Ally:**

Culture change happens through the actions we take every day, the way we demonstrate our allyship, and the ways we encourage others to do the same.

- Can I identify a time I have corrected misinformation about the bi+ community?
- Have I reacted and responded in the same way to people coming out as bi+ as I have to people coming out as gay/lesbian?
- Has anyone ever come out to me as bi+? If not, can I think of any reason(s) that hasn't happened?
- Am I consistently demonstrating my allyship? How have I demonstrated support?