

HOW TO BE AN ALLY

Our culture and CORE values lead the way

Niagara Health works to ensure that all staff, physicians and community members are valued and feel a sense of belonging when they come to our sites. Our CORE value of Compassion in Action states that we treat each other well. Celebrating the identity and contributions of the LGBTQ+ community is one way we foster an organizational culture that reflects the rich diversity of the communities we serve.



What is an ALLY?

An ally supports the rights of marginalized people and speaks out when individuals or groups face discrimination. Any member of the Hospital community can be an ally and help ensure a healthy, safe organization.

How Can I Be an ALLY?

Use our Core Values as a guide and be committed to Extraordinary Caring. Every Person. Every Time. Listed below are some helpful ideas. Please check out the “Additional Resources” for more information.

LEARN

- Ask people how they want to be identified or described.
- Listen to and respect the perspectives and experiences of people who say discrimination or harassment is occurring.
- Be open to feedback about your own behaviour.
- Take initiative to research and learn about the LGBTQ+ community (the additional resources below are a great place to start!).

REFLECT

- Question stereotypes and negative assumptions.
- Be aware of and vigilant about your own prejudices.
- Think about whether teams, committees and visual images are inclusive.
- Avoid making assumptions about a person’s behaviour and identity based on their appearance.
- Learn about terms used to respectfully describe various social groups.
- Continually educate yourself: read books and articles, go to lectures, watch movies, etc.
- When you receive feedback, learn from your mistakes and try again.
- Keep working at it. Unlearning stereotypes and prejudices is a lifelong process.

PRACTICE

- Speak up if you hear demeaning jokes, negative comments, or stereotypical or discriminatory remarks.

HOW TO BE AN ALLY

- Don't accept the use of offensive or disrespectful words to describe people.
- Encourage the use of inclusive or neutral language.
- Acknowledge the contribution of colleagues/friends/leaders from marginalized communities.
- Challenge practices, policies, procedures that may create barriers.
- Support colleagues/friends who experience discrimination or harassment.
- Request and/or disclose personal information about a patient only when directly related to their care.
- Speak out against discrimination in a respectful manner that promotes teaching, active listening and learning together.



Sources & Additional Resources

Niagara Health staff and physicians have access to our Employee Assistance Program which can provide information and support regarding issues and concerns of the LGBTQ+ community. Their services are confidential and their intake center is open 24/7 and 365 days a year. Contact them by calling toll free 1-888-521-8300.

This resource was adapted from Mount Sinai Hospital Toronto "How to be an Ally".

For more Info visit:

www.the519.org

www.niagararegion.ca

www.prideniagara.com

www.pflagcanada.ca

www.questchc.ca

www.youthline.ca

www.transparentcanada.ca

Questions or Comments?

Please contact Workplace Relations at ext. 44231 or ext. 32278.