Your role

Allies are not expected to be experts on issues of sexuality and gender identity, but they are people who support the development of a university environment based on equality, diversity and inclusion where everyone can study and work safely, free from discrimination, harassment or vilification.

What do Allies do?

- Act as a point of contact to provide a safe and confidential environment for anyone affected by issues related to sexuality and gender diversity.
- Role model appropriate inclusive behaviour and language.
- Advocate for better, more inclusive facilities and provisions for the LGBTIQ+ communities on campus.
- Be visible supporters of LGBTIQ+ communities by displaying inclusive cues including posters, stickers, lanyards, badges etc.
- Guide people in need to the right support services and information.
- Proactively address and combat prejudice (homophobic and heterosexist behaviour).

More information

More information on how to be an Ally at MQ:

Ally Network @MQ website
Workplace Diversity and Inclusion team

“All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential”

— Harvey Milk

Offering support

There may be times when someone will come to you for some help over and above what you can offer. Although it is not your responsibility and there is no expectation for you to provide psychological care for anyone, it is important that you know where you can refer someone to find the support they need.

SUPPORT FOR STAFF

The MQ sexual and gender diversity webpage provides detailed information about the support and resources available to the LGBTIQ+ community at Macquarie:

- **Employee Assistance Program (EAP)** - EAP is a confidential counselling, coaching and wellbeing service free for all staff and their immediate family members. Our EAP service is provided by Benestar, who are active members of Pride in Diversity and work with LGBTIQ+ communities’ experienced clinicians.
- **HR Client Managers** – When policies, processes and systems or workplace culture need to be reviewed, reported and/or resolved, the HR Client Managers can offer advice and information, along with help for more serious matters such as inappropriate behaviour and discrimination. All HR Client Managers have completed LGBTIQ+ awareness training.
- **Workplace Diversity and Inclusion team** – The team can always offer support or advice, and can forward your enquiry to the appropriate person, or help you to find solutions.

SUPPORT FOR STUDENTS

- **Student Wellbeing** - A range of wellbeing services are available to students at any time during their studies and help them succeed, both academically and personally. T: (02) 9850 7497 (Monday–Friday, 8.30am–5.30pm); T: 1800 227 367 (24/7); E: wellbeing@mq.edu.au
Here are some resources for you to keep educating yourself on LGBTIQ+ inclusion, refer others to or make use of them as you consider it’s best.

**MQ RESOURCES**

- MQ Ally Network SharePoint – A selection of resources for Allies at MQ: logos, posters, factsheets etc.
- MQ Gender affirmation guide – A guide to help staff navigate the MQ system and access the support they need before, during and after their gender affirmation. Includes information for managers and colleagues of staff affirming their gender.
- Inclusive language guide – A guide for staff who manage any communication channels to use inclusive language when creating content.
- Carers HUB - A wide range of support available for parents and carers, including LGBTIQ+ families.

**EXTERNAL RESOURCES**

- The Star Observer – Community LGBTIQ+ newspaper and online forum.
- ACON - LGBTIQ+ community health and inclusion organisation.
- TransHUB - Digital information and resource platform for all trans and gender diverse (TGD) people in NSW, their loved ones, allies and health providers.

Visit the MQ Sexuality and gender diversity page for more support and resources on LGBTIQ+ inclusion.