

Starter Guide to Allyship for Carers and Workers

True allyship goes beyond just respecting LGBTQIA+SB young people's names, pronouns and identities. Young LGBTQIA+SB people with a care experience designed this tip sheet to support and encourage carers and workers who are committed to allyship. For more resources, check out QLife and TransHub.

1

Ask what we need



Rather than assuming what is best for LGBTQIA+SB young people in care, ask them.

Work with us to find appropriate materials, resources, support, and pathways for community connection.

Don't allow other carers, workers, young people, or educators to mistreat LGBTQIA+SB young people in care. Show that you will not tolerate discrimination and will take immediate action to prevent harm.

Safety and trust is built when young people see that adults have their backs and show up for them.

2

Call out discrimination



3

Support our self-expression

A rainbow heart icon with multiple layers of colors (red, orange, yellow, green, blue, purple) and a white outline.

Help us access things that support our self-expression and living as our most authentic selves. Listen to our needs and advocate on our behalf for gender-affirming healthcare, haircuts, clothing and identity documents.

Support our involvement in local LGBTQIA+SB community spaces which offer guidance, knowledge, connection and culture.

Show your allyship by identifying your own biases and making the time to educate yourself and those around you.

Recognising and responding to your own gaps in knowledge can positively contribute to a mutually trusting relationship with young people in your care.

4

Hold yourself accountable



Start by asking what we need



“Remember that we are still human beings too. We probably don't have all the information ourselves and we need you to learn and grow with us.”

“When young people feel safe enough to come out to you, ask them what it means to them... might be totally different for each person.”

“Ask politely what the main triggers are... and openly enquire how to navigate them.”

“When a worker told me I could tell her anything, at any time, she would never get upset with me regardless of whether she agreed with me or not.”

Why call out discrimination

“Show us what advocacy looks like, so that we can learn to advocate for ourselves.”

“When I'm a peer worker, I speak up and use my voice. If I had a carer to speak up and assert myself that would be great.”

“When they [a strong ally] hear other people saying stereotypes or stigma stuff they address it in the moment and say it's not ok.”

“My carer and his wife were accepting of me when I came out as gender-fluid. The other kids in there weren't, but they chose to remind me to ignore them and just keep going. They tried to support me. Even with interruptions.”



How to support our self-expression

“I had a family support worker who would take me out to buy clothes and support me being trans. She just listened to me talk and when I'd go clothes shopping, she'd suggest clothes, sometimes I'd say no, sometimes yes, but she was always there to support.”

“Very often you only see the negatives online. Having a pride event and seeing all these different people in the community is so lovely.”

Part of allyship is holding yourself accountable

“One of my carers didn't understand me at all but allowed me the time to explain and help him understand it. Then he went and shared the information with other carers that he knew would help them in the future.”

“Help young people express themselves with clothes and makeup. And if the young person asks for advice, give them the appropriate advice and if you don't know it, don't give it.”

“Some people don't like educating. I get with older people, they might not understand something, but it shouldn't be on the young person to educate.”