



Beyond the Parade:

Demystifying LGBTQIA+ Myths and Misconceptions



How many of these myths do you believe?

Read on to dispel them:

Myth: A person's "gender" and "sex" are always the same.



Fact: Your gender may be different from your biological sex. Your gender is entirely personal: it's how you think about and express yourself. Your sex is your biological identity (for example: male or female).

Myth: Pride Month promotes a special set of rights for LGBTQIA+ individuals.



Fact: The goal of Pride Month is to ensure that LGBTQIA+ individuals have the same rights and opportunities as their heterosexual counterparts.

Myth: LGBTQIA+ inclusion is solely the responsibility of queer employees.



Fact: LGBTQIA+ inclusion is a collective responsibility that involves everyone in the workplace, and it starts with you!

Myth: Homosexuality or having a queer gender identity is a mental illness that can be cured.



Fact: The American Psychological Association has affirmed that queer identities are not disorders. Attempts to "cure" a person's gender identity and sexual orientation through conversion therapies may fail.

Myth: If a person comes out to you about their gender identity and sexual orientation, it's important to share it with others.

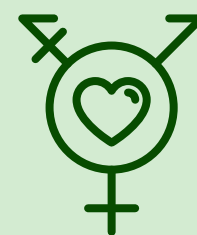


Fact: The choice to disclose someone's gender identity and sexual orientation to others should only be made with their consent.

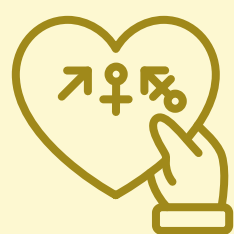
Here are some ways you can be an effective ally:



Take the initiative to educate yourself about LGBTQIA+ issues, terminology, and experiences.



Avoid making assumptions about someone's sexual orientation or gender identity.



Use gender-neutral terms when referring to individuals or groups and use preferred pronouns if known and appropriate.



Challenge homophobic, transphobic, or derogatory remarks and behaviours when you witness them.

Remember, being an ally is an ongoing process of unlearning, listening, learning and acting. You've already taken your first step by making it to the end of this helpful guide!



Professional and confidential counselling

Log on to www.ito1help.net or dial 1800-258-8999/1800-258-8121 (Toll-free)

Scan the QR code to download the Ito1help app

