

A large, teal-colored arrow graphic pointing to the right, with a slight 3D effect. The text "High performance. Delivered." is centered within the arrow.

High performance. Delivered.

## Being an LGBT Ally

### Video Transcript

Everybody deserves you know, an ally. I actually became an ally because Tom asked me to be an ally and that is probably the most important thing to me.

I came out to a friend that I was trans and that I was thinking of transitioning and she's like, ok, that's weird. Well, what are we going to do about it? And I said, well, one of the things I want to do is get my ears pierced. She's say, oh, I want to get my ears pierced again too!

It is really about individuals and recognizing that each individual in this company needs to feel included.

Needs to feel valued and some forms of difference can't be seen but do need to be heard.

I think as a strong ally, you have to realize that you are still going to learn something new everyday and that you're not always going to understand completely and that it's ok to ask questions.

I was actually contacted by a new recruit trying to understand if what he'd heard about being out in the firm was true and whether it was a situation that was as relaxed as he'd been lead to believe and wanted my opinion. We had a chat. We met up

at a coffee and juice and (inaudible) and that's that, really.

I think a great ally is someone that truly values the differences that are within our organization. Someone that has the courage, someone that is willing to take the risk, someone that is willing to take the unpopular view sometimes.

And every ally's questions are different. Their thoughts and concerns are different. If you are a parent, sometimes, you have concerns around your children. Sometimes you have concerns around what your peer to peer relationship should be.

I don't know if it was something I probably consciously chose, I think it was just working within our communities and meeting new people. Learning about ways you can get involved.

I think we all have a responsibility to stand up for the things that we believe in and this is me standing up for what I believe in.

Often, we think of diversity as being about minorities when in fact it is about everyone because everyone is different in their own ways. And I've worked in organizations at times where because of my background, I've felt as a bit of an outsider. And that's made me think about how all the other people are treated within organizations.

To me, it makes me feel comfortable at work. Knowing that I have someone that I can talk to. Someone that understands my home life. Someone that understands some of the struggles that I go through when I go to a new client.

I would love all of my colleagues to become straight allies.