



RACING PRIDE

HOW TO BE A GOOD ALLY



"Motorsport has only ever asked that people give their best, whether they're drivers, engineers, mechanics or organisers. If people from the LGBTQ+ community in motorsport feel it's a difficult place for them to do that, it's incumbent upon all of us to change those conditions. That's why I'm supporting Racing Pride."

Damon Hill, Formula One World Champion 1996



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Golden rule: It is up to everyone to define their own identity using their own terms so their terms are the ones you should use for them.

WHAT DOES LGBTQ+ MEAN?

LGBTQ+ is a broad term for those who would not define themselves as being heterosexual and/or wholly or partially reject binary 'male'/'female' gender expressions and gender identities. It includes those who are:

Lesbian – women who are romantically and/or sexually attracted to other women.

Gay – men who are romantically and/or sexually attracted to other men. Some women who are attracted to other women also prefer to use the term gay. The majority of the LGBTQ+ community prefer 'gay' to 'homosexual', because 'homosexual' has associations with the notion that same sex attraction is a medical condition to be treated. It's okay to say gay!

Bisexual – those who are romantically or sexually attracted to partners of either sex. Often this is shortened to just 'bi'.

Trans – those whose gender identity does not align with the sex they were assigned at birth. Trans people will often go through a process of transitioning: steps taken to live in the gender with which they identify. Each person's transition will involve different elements and may or may not involve medical intervention.

Queer – this is a term preferred by some people who do not want to ascribe to a specific label for their orientation or gender identity but identify themselves as being part of the LGBTQ+ community. Be careful with this term though! Initially it was used as an insult and while some within the community are reclaiming it others still find it offensive – only use it of someone if they use it of themselves and want to be referred to in this way.

Questioning – those who feel they might be LGBTQ+ or who are unsure of where they would position themselves within the LGBTQ+ community. Gender identities and expressions can evolve over time, just as other identities do.

Intersex – refers to people with a range of natural biological variations in sex characteristics which mean that they do not conform anatomically to binary notions of 'male' or 'female' bodies. They will still be assigned a legal sex at birth.

Non-binary – those who wholly or partially reject binary categories of gender identity and so do not define themselves as either 'male' or 'female'.

Ace – encompasses those who have little or no romantic or sexual attraction or desire. This term is often now preferred to 'asexual'.

Pan/Pansexual – people for whom romantic/sexual attraction is not based on sexual characteristics or gender expressions/identities.



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WHAT IS COMING OUT?



'Coming out' is when a person discloses publicly or privately that they identify as being LGBTQ+. A common misconception is that an LGBTQ+ person has one coming out moment when in reality coming out is a constant process in different environments and aspects of life. An LGBTQ+ person will only come out in environments in which they feel safe and respected. They may be 'out' in some areas of their life and not others, or to some people and not others. It is vital to respect that.

Allies are hugely effective and powerful voices in furthering LGBTQ+ inclusion. Allies help people in the coming out process and they help others understand the importance of equality, fairness, acceptance and mutual respect.

WHAT IS AN ALLY?

Allies are people who do not personally identify as being LGBTQ+ but who are supportive of, and advocate for equal rights and fair treatment of, the LGBTQ+ community.





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WHY BE A VISIBLE ALLY?

It should go without saying that LGBTQ+ people are valued and deserve to be treated equally. However, the LGBTQ+ community has faced, and unfortunately in some cases continues to face, discrimination. Equally, LGBTQ+ people have often felt uneasy in sporting settings because of worries that they don't fit the traditional image of a sportsperson or fan. This is why, if we want to make the sport truly inclusive, it will take active support from allies.



Inclusive teams perform better too. Teams perform best when they are fully integrated, when they communicate easily, and when every individual feels an important and valued part of the team. This depends on individuals feeling welcome, feeling respected and operating without worries or distractions. Creating a positive environment for LGBTQ+ people plays a part in this.

As well as making motorsport more inclusive we can also help to improve society more broadly. Motorsport has a huge reach. If motorsport shows it cares about inclusivity that will translate into more supportive attitudes among participants and fans when they encounter LGBTQ+ people in their lives outside of the sport.



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Golden rule: A trans woman is a woman, a trans man is a man – refer to/treat them this way and you won't go far wrong!

WHAT CAN I DO?

Be sensitive to the language people are using. If a man talks about their boyfriend, or a woman their girlfriend, it is far more likely that they mean it and want to talk about their relationship without making a big deal out of being LGBTQ+ than that they made a mistake. If they don't want to make a big deal out of it you shouldn't either – just carry on the conversation as normal using the correct 'he' or 'she' pronoun for their partner even if it's not the one you were expecting. It's a great way of showing acceptance.

Listen out for and use the names/pronouns by which people refer to themselves. These are the ones you should use for them. You can also make this easy in some contexts by introducing your own pronouns (e.g. she/her, he/him, they/them), for instance after your name on an email or on your social media.

Include LGBTQ+ people when you're chatting about home life, relationships, etc. LGBTQ+ people don't want to be left out! It's far more upsetting to exclude them from these conversations because you're afraid of saying the wrong thing than to take that chance and be corrected if you do. Perhaps they won't want to share, but there's no need to go silent just because they're around and it can be really validating for LGBTQ+ people when an ally expresses a polite interest in their relationships.

Visibly show your support! It can be a huge comfort to LGBTQ+ people to be able to see quickly that they are among allies. Having the Racing Pride logo on your car or clothing, and/or wearing Stonewall's Rainbow Laces, can be a really powerful symbol of solidarity.

Show support for Racing Pride on social media. It makes a big difference when you follow Racing Pride's social media accounts (@RacingPrideHQ on Twitter, Instagram, and Facebook), like and share Racing Pride's posts, tag Racing Pride in supportive posts, and use #racingpride. It's simple to do and it plays an important role by showing key decision makers that this is a cause people care about, by showing LGBTQ+ people that there is a community of people out there to support them, and by showing those who are intolerant that they are in the minority which, in time, will encourage them to rethink their views.





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Golden rule: Assumptions can be very hurtful! Use neutral terms where you can and respect that LGBTQ+ people are trusting you when they come out to you.

WHAT ARE THE THINGS TO AVOID?



Avoid using any homophobic, biphobic, or transphobic terms even if you think it is 'banter' or if you don't mean them to be interpreted in that way. **The words you use can have a big impact** and you never know if they're upsetting people around you who might not be 'out'.

Avoid saying things which make assumptions as you get to know people. For example try asking someone 'do you have a partner?' rather than asking whether they have a 'boyfriend', 'girlfriend', 'wife', or 'husband' – it's far more neutral. Equally, if they don't have one, don't assume they want one.

Don't 'deadname' a trans person. This means referring to them by the name, gender identity, and/or pronouns they used before transitioning.

Don't ask a trans person about their process of transitioning unless they invite the conversation. It can be an extremely personal and emotionally sensitive topic.

Don't judge people for using the 'wrong' gendered facilities – they might have made a mistake, but it might also be that they feel more comfortable there and questioning them could cause them a lot of distress/embarrassment.

Don't assume that someone is out to everyone or in all aspects of their life just because they are out to you. If someone has come out to you then that's a fantastic sign of their trust in you. It's up to them whether they then come out to other people or in other contexts – don't do it for them! Even if they are out on social media, this doesn't mean that they are to everyone and they may be waiting for the right time to come out to some people.

Don't make coming out or not about being 'brave' or a 'coward' or use that language as it isn't very helpful. Every LGBTQ+ person has their own unique opportunities, obstacles, and challenges around coming out and there can be all sorts of reasons behind whether they decide to come out or not in different contexts.



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Golden rule: View people with 'kind eyes' if they make mistakes but don't become a part of behaviour you don't agree with.

HOW CAN I CHALLENGE PEOPLE'S BEHAVIOUR?

It can be very difficult but also an enormous help to the LGBTQ+ community to challenge people using homophobic/biphobic/transphobic language, or discriminating against, or making fun of LGBTQ+ people around you, if you feel that it is safe for you to do so.

Often people don't think about what they're saying, or say things they don't really mean in order to fit in, but it can be very hurtful to LGBTQ+ people. The only way this culture will change is when allies as well as the LGBTQ+ community start to challenge it.

The golden rule is to view people with 'kind eyes' – the first assumption is that people are trying to act with good intentions and are unaware of the offense they could be causing, so they will change their behaviour if it is pointed out to them. You will want to find the right words of course but it could help to think of 'UHT', like UHT milk!

U for Understand – 'I understand it probably wasn't your intention...'

H for However – 'However it may have made someone feel...'

T for Therefore – 'Therefore it would be good if you could avoid...'

Whatever you do, don't laugh along or join in. Even if you don't feel you can challenge unhelpful behaviour, don't become part of it.



"I'm going to push as hard as I can and use my voice wherever I can to support you because we should all be the same and we should all be allowed to love who we love."

**- Sebastian Vettel
4 x Formula One World Champion**



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YOU'RE NOW READY TO BE A GOOD ALLY TO THE
LGBTQ+ COMMUNITY!

