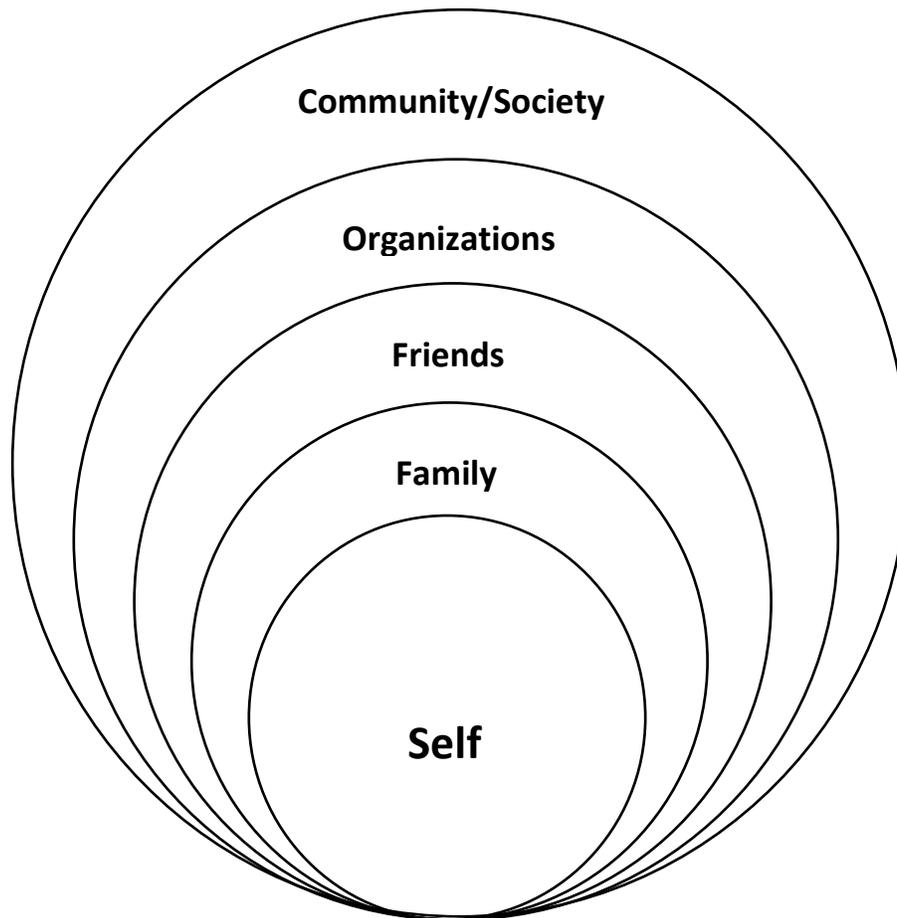


Spheres of Influence



Self: We have the most control over ourselves. This includes our beliefs, knowledge, values, and actions. The first place to begin allyship is with the self and expanding one's own knowledge and personal responsibilities to embody.

Family/Partners: Family and partners are typically in our most immediate circles of influence. We share many values, expectations of behavior, and activities with our families and partners. This includes jokes/humor, media intake, parenting philosophies and responsibilities, etc.

Friends: Our friends are present in many of the activities, humor, and dialogue we engage in, and tend to have various friend groups/circles we tap into throughout our day to day life.

Organization: Workplaces, places of worship, volunteer organizations, schools, etc. are all spheres we engage with regularly and can overlap with some of the other spheres in terms of influence on our values, behaviors, and decisions.

Community/Society: Voting for local/state/national leadership, community engagement, and establishing community and societal cultural norms is a collective community activity/responsibility.

Watch the following short video explaining the spheres of influence and reflection activity:

Remember: allyship is linked to action and continued growth/work that has impact outside of just yourself and personal relationships with those in the community you are demonstrating allyship for. There are people, policies, organizations, and systems we have a responsibility to address in order to ensure equity can be established, and it is not always easy.

Consider: What level of responsibility are you willing and/or able to take on in demonstrating allyship for the LGBTQIA+ community?

Reflection Questions:

1. When you consider each sphere of influence, what is your state/position within each sphere?
Example: Are you a parent? Are you a manager? What organizations are you part of? Do you vote and/or have you voiced your opinions on local policies/laws? Who makes up your friend groups and what are their values in comparison to yours?
2. Take a moment to consider any power, privilege, and influence you may hold in each sphere.
Example: Do you have access to resources to educate yourself? If you are parent, what power do you have to shape a child's experiences and beliefs? If you are a manager, do you have a say in training, hire/fire, or have weight in establishing workplace culture? If you were to address a friend's behavior/beliefs, do you feel they would listen? Do you vote, and if you do, is there way to address the needs of LGBTQIA+ persons?
3. How do you currently demonstrate allyship in each sphere as it relates to the LGBTQIA+ community? Can you think of any actions you may take in each sphere to contribute to LGBTQIA+ equity?
Examples:
 - Are there gender-inclusive restrooms, policies, and procedures in your workplace? If not, what would it take to make these changes?
 - Are you actively using gender and sexuality inclusive language and correcting others when they are misgendering individuals or being insensitive?
 - In what ways may you be able to address homophobia or anti-LGBTQIA+ language, beliefs, and/or norms within your friend circles, work environments, or communities?
 - Are you aware of LGBTQIA+ inclusive spaces/events in your community for youth or adults so that you may refer folks to safe spaces to gather or enjoy community?
 - Have you considered your potential impact on your children/family and what sorts of conversations to be had and expectations held to establish a supportive environment?
 - What legislation is out there that may negatively or positively impact the LGBTQIA+ community and what can you do to help or educate others on these matters?
 - If you have personal biases or default to certain stereotypes about the LGBTQIA+ community, have you considered ways to break those beliefs and patterns?
 - Are there individuals in your spheres who actively hold bias and discriminate against LGBTQIA+ folks? And if so, what responsibility do you have to address it?