

## Importance of Language as a Dancer

Refrain from using "male" or "female" to identify lead or follow

When dancing, don't assume gender or role. When asking someone to dance, ask their preferred role

Use neutral terms "Leader" and "Follower" when addressing leads and followers in lessons or on the dance floor

Being mindful of the language we use can help create a more welcoming and supportive community!

## Reporting Incidents:

If you or another person is feeling unsafe or need to report an incident, please contact a member of our Safety Response Team using the information provided inside this pamphlet, or by completing the Safety Report Form accessible via the QR code.



[theopenswing.com/incident-reporting-form/](https://theopenswing.com/incident-reporting-form/)

Thank you for helping  
in creating a  
Safe & Inclusive  
Dance Community  
for All

## QUESTIONS? CONTACT OUR TEAM!

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Code of Conduct:  
[https://theopenswing.com/  
code-of-conduct/](https://theopenswing.com/code-of-conduct/)

# LGBTQIA+ Diversity & Inclusion

Creating a Safe &  
Inclusive Environment  
for All



**THE OPEN**  
SWING DANCE CHAMPIONSHIPS

# KNOW THE TERMS!

## LGBTQIA+ Terminology

### WHAT DOES LGBTQIA+ STAND FOR?

LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual, and the + is for those who may not identify with one of these other banners.

Non-Binary describes a person who does not identify as a man or woman. A Non-Binary person may identify as being both a man or a woman, somewhere in between, or completely outside of these categories.

### WHAT DOES NON-BINARY MEAN?

### HOW DO I KNOW WHAT PRONOUN TO USE?

If you're not sure, ask! You can also encourage pronoun use when introducing yourself. For example, "Hi, I'm John. I use he/him/his pronouns." fosters awareness of each other's preferred pronouns.

"Coming out" is the process of voluntarily sharing one's sexual orientation and/or gender identity with others. To "out" someone is to share their sexual orientation and/or gender identity with others without their consent.

### BEING "OUTED" - WHAT DOES THIS MEAN?

## Ways to be an ALLY

There is no one "right" way to show support, but here are a few examples on how to continue to create a safe and inclusive dance environment.

- 1 STAY INFORMED:** If you don't know, ask! Make sure to ask questions, do research and don't be afraid to be honest about what you don't know.
- 2 BE REASSURING:** Remind others that you still care for and respect them as they are!
- 3 REPORTING:** If you or a member of the community is subject to anti-LGBTQIA+ behavior at our event, speak up! Report incidents through The Open's reporting process.
- 4 SPEAK AND ACT:** Verbal communication of support and following through with actions of support are crucial in demonstrating support.



## What does being an ALLY mean?

A person who has genuine, strong concern for the well-being of LGBTQIA+ individuals.

A person who supports and accepts LGBTQIA+ people, and advocates for their equal rights and fair treatment.

A person who demonstrates kindness and respect, with no judgement of another's life experience.

Allies are important & welcome supporters of the LGBTQIA+ community. You can be an effective and powerful voice for creating a safe, caring and inclusive environment for all!