



Q-TIPS

YOUR BI-WEEKLY LGBTQ+ ADVICE

COMING OUT WEEK!

Hello everyone! In the spirit of Coming Out Week, the UNITY Resource Center has put together a Q-Tip that addresses the intricacies of coming out. This information is meant to give you the full scope of what it actually means to “come out” and how to support the people in your life who feel comfortable talking about their identity with you. If you want to get involved in the LGBTQ+ Organizations on campus, or if you have any questions about what we do at the Resource Center, please refer to the contact information below. Thank you for your time, and Go Bears!



IF SOMEONE COMES OUT TO YOU...

Do:

- Listen to them
 - Don't interrupt or assume
- Thank them
 - For confiding in you
- Respect confidentiality
 - Assume you can't share
- Learn about the LGBTQ+ community
 - Educate yourself, show allyship

Don't:

- Panic
 - Panicking heightens stress
- Ask them if they are sure
 - It is their identity, not yours
- Be angry with them for not coming out sooner
 - Don't make it about you
- Treat them differently
 - They may regret coming out

OUTING PEOPLE

- If someone comes out to you as LGBTQ+, do not share this information with others. Remember that they may not want or need you to do anything. Often it is simply affirming for the individual to disclose this personal information. Clarify with them what level of confidentiality they expect from you.
- Make sure you are clear on which pronouns someone is comfortable using in public. If someone is not fully out, they may prefer you continue using the pronouns they were previously assigned, as opposed to those which fit their identity. This avoids slipping up around those that the individual isn't comfortable with.
- If someone misgenders or assumes someone's sexual orientation, don't take it upon yourself to correct them. Mistakes happen and it's not your place. Let the individual correct someone if they are comfortable with it. Their safety is more valuable. Accidents happen.

DIFFERENT WAYS OF COMING OUT

1. **Coming out to yourself:** The first type of coming out it is to yourself! It takes some people longer than others to find the right label for themselves but it's never too late to come out
2. **Coming out to close friends and family:** This is one of the most vulnerable forms of coming out because of the fear of rejection and usually the hardest to do
3. **Coming out to strangers:** This comes with being a member of the LGBTQ+ community, people will often ask before they should about your sexual or gender identity and some people are comfortable enough to come out but if they're not it's important to respect their decision and wait until they trust you enough to come out
4. **Coming out in professional settings:** This is one of the more dangerous ways to come out. Under the current legislation, employers have the ability to discriminate and take jobs from individuals who identify as a member of the LGBTQ+. For this reason, it is imperative that you avoid outing people in the work place.

OTHER RESOURCES:

UNITY Theme Program
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QARC
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