

A guide to Bi Allyship



What is Bi?

Bi is an umbrella term for people who are attracted to more than one gender. There are many different terms that people use instead of bisexual, here is a list of some definitions:

Bisexual

Being attracted, sexually or romantically, to more than one gender.

Pansexual / Omnisexual

Anyone attracted to people regardless of sex and gender and identifies as pan or omni.

Queer

A non-specific identity sometimes used to convey attraction to people of more than one or to many genders.

Bi-curious

Describes people who are usually gay, lesbian or straight and who are curious about experimenting with people of genders different from their usual preference.

Homoflexible / Lesbiflexible

People who are usually attracted to people of genders similar to their own but might occasionally be attracted to people of genders different to their own.

Heteroflexible

People who are usually attracted to people of genders different from their own but might occasionally be attracted to people of genders similar to their own.

Fluid

Attraction which changes over time (towards people of various genders).

shaping tomorrow with you

What is the issue?

The Office for National Statistics report Bi people have a lower amount of overall life satisfaction and feel less worthwhile than straight, gay and lesbian people do.

Nearly **80%**
are more likely to report feeling
anxious than the average person

40%
are more likely to describe
themselves as unhappy

Source: Office of National Statistics (2017)

Out of all LGBT+ people,
Bi people have the worst

Mental Health problems

including high rates of depression,
anxiety, self-harm and suicidality

Source: Independent

“ I feel empowered by Fujitsu to be visible and proud as a pansexual man, married to my husband for over a year, without prejudice from my co-workers. I am encouraged to participate in Fujitsu Pride group activities within my working hours. ”

Jurjen Lasschuit



Commonality to other sexualities

Bi relationships share some commonality to heterosexual and homosexual relationships:

Physical attraction

To same sex as well as opposite sex.

Multiple 'Coming Out'

As you meet new people and talk about relationships Bi people like other LGBT+ people experience 'coming out' over and over again.

Stereotypes

Making an overwhelming generalization is irresponsible, because it dismisses the individual experience and self-identity of each person. Remember these stereotypes go hand-in-hand as ways to enforce rigid and harmful gender norms. They are akin to notions such as "all women are nurturing" and "all men are masculine," which serve only to harm those people who do not belong in those categories or do not have those traits.

Preferences

Some Bi people are overwhelmingly attracted to men and occasionally attracted to women. Some Bi people are overwhelmingly attracted to women and occasionally attracted to men. Some prefer to date genderqueer or gender non-conforming partners. The spectrum of Bi people includes all kinds of individual preferences. The only thing that Bi people have in common is that they are attracted to people of more than one gender.

A phase you're going through

It's true that some people identify as Bi before later identifying as something different, just as some people identify as straight before coming out as LGBT+. Other people identify as gay or lesbian before coming out as Bi. Bi is unique because it recognizes the often fluid nature of romantic, emotional, and sexual attraction, but this does not make it any less legitimate than other sexual orientations. For the vast majority of people, it is not a phase, and anyone who identifies as Bi deserves to have that identity respected.

What are some of the issues that Bi people face?

How can you be sure you're Bi if you haven't dated both?

Many people know they are Bi before they are even in a relationship, just as many people know they are gay or straight at young ages. It is not necessary to have romantic experience with both genders or either gender before identifying as Bi. Moreover, when a Bi person gets married, their orientation does not change.

Bi people are unfaithful

"Bi people must be in a relationship with both a man and a woman at the same time in order to be happy" or "Bi people are promiscuous, polygamous, and/or immoral."

Not all Bi are promiscuous and not all promiscuous people are Bi. Whilst Bi individuals have the capacity to form attractions to either gender, it does not mean that bisexual individuals are required to have multiple partners simultaneously and certainly does not guarantee the Bi individual more sexual encounters.

Many Bi people are in loving, committed, monogamous relationships with one person and often get married. Bi people are not any more likely to engage in multiple relationships at one time than straight or gay people are. Bi people are not immoral, deceiving, or less safe than people of other orientations.

Being Bi has nothing to do with how they date or what kinds of relationships they prefer, however it represents who a person is attracted to.

The difference between Bi and Gay / Lesbian / Straight is approximately four drinks

Bi is not a sliding scale of morals and / or standards. Bi people can form attractions to either gender and that very much depends upon each of the individuals involved. Bi people do not traverse the sexuality spectrum according to their social activities.

Bi people develop romantic feelings for everyone

Bi people do not have romantic feelings for everybody or anybody. As with most relationships / encounters most Bi people form relationships based on some form of common ground / mutual attraction.

“As a bi woman, I have never felt uncomfortable whilst working in Fujitsu about speaking openly about my partners gender with my colleagues and customers, this enables me to talk about my partner openly without fear of prejudice”

Melanie Woolfenden



Biphobia

Here are a few ways that society erases Bi+ identity and experiences:

Outing

This is when someone shares your story without your consent, and this makes the information outside of your control. Each person's story is theirs to share when they choose.

"Assuming we're Straight Now or Gay Now because of our relationship status."

"Even in a committed, long-term relationship with a woman, some people often mistake us both for lesbians, even though we both identify as queer / Bi."

"When someone thinks I've suddenly stopped being Bi."

These are examples of misconceptions which have the impact of dismissing the Bi person's identity, leaving them feeling invalid.

Being told that being Bi simply isn't real

A lot of people think bisexuality does not exist. Instead of acknowledging a person's sexuality as being attracted to both sexes, many people question "Why can't they just pick a side?"

A sense of rejection from the LGBT+ community, that Bi people are not "queer enough"

Believing that being Bi is actually a threat to the LGT+ community.



What can I do?



Be self confident, in recognizing when inappropriate behavior / actions / conversations are taking place.



Being confident in ones self to "call out" the inappropriate behavior / actions / conversations. This can be at the time that it is taken place or after the event (whatever is appropriate, in your judgement). If the inappropriate behavior / actions / conversations are taking place in a public environment NEVER put yourself in any danger – Seek Assistance.



By seeing the inappropriate behavior / actions / conversations and calling it out – Report it now through the correct channels.

Here's a great start to find out more...

Fujitsu Internal Links

Be a better [Bi Ally](#)
Sign our [Fujitsu Pride Pledge](#)

Bi in the Workplace

Myth Busting in the [workplace](#)
Sexual assault in the [workplace](#)

Help and Support

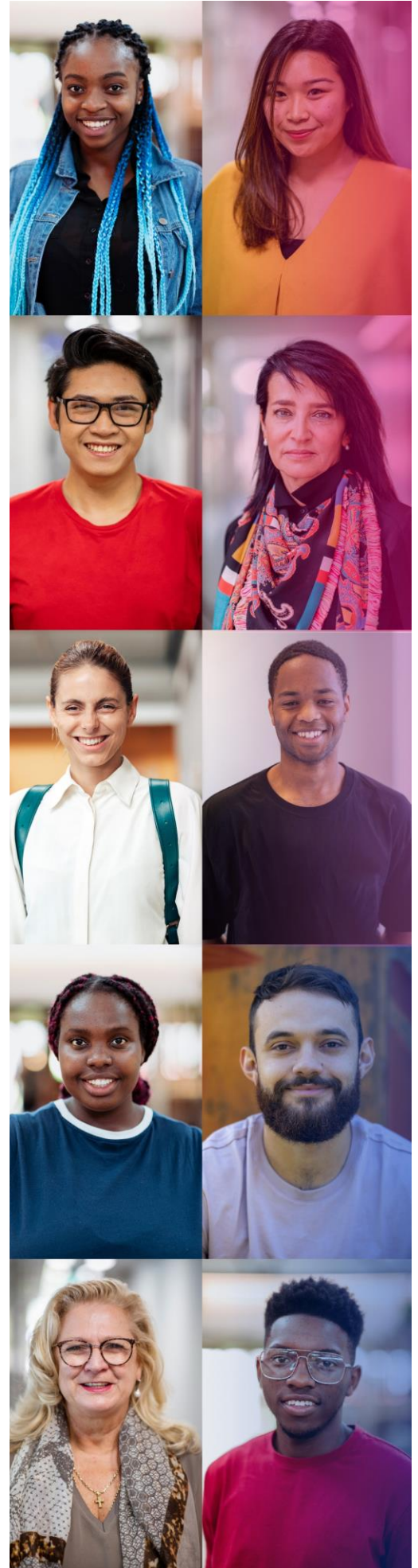
Internal [Helplines](#)
External Helplines:
[Switchboard](#)
[Foundation](#)
The [Trevor Project](#)

Learning and Myth-Busting

Listen to Fujitsu [Bi people sharing their experiences](#)
Coming Out [in the Workplace](#)
Some [Questions Answered](#)

Opinion Articles

Internal [Helplines](#)
External Helplines:
[Switchboard](#)
[Foundation](#)
The [Trevor Project](#)





Fujitsu values are:

We respect each individual's human rights and will not discriminate on the basis of race, color, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation, nor will we commit other violations of human rights. Such discrimination will not be tolerated.

We will be resolute in upholding human rights in everything we do and will not tolerate such discrimination in others. Ignorance and inaction do not constitute excuses for discrimination. We will make every endeavour to be fully aware of human rights issues and foster respect and equality for all.

We seek through our actions to uphold human rights, ensuring that our organization is well respected by society.

References

GLAAD Media Institute

[Bi: Notes for a Bisexual Revolution By Shiri Eisner](#)

FUJITSU

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