More than a decade ago, PFLAG National launched the Straight for Equality program asking a simple question:

**WHAT WOULD HAPPEN IF WE HAD OUR CONVERSATIONS ABOUT WHY EQUALITY MATTERS IN A NEW WAY?**

We had a theory: If we could change the way we talk about fairness, we’d have the chance to start engaging a lot more people in the discussion. The opportunities are everywhere—in the U.S., 8 in 10 people say that they personally know someone who is lesbian, gay, bisexual, transgender, or queer (LGBTQ). If we could transform the way we empower people to discuss the issue (and shift how those conversations sound), there would be an opportunity to start reaching each and every one of those individuals and create real culture change.

PFLAG National’s Straight for Equality program began with a mission to *invite*, *educate*, and *engage* new people in this conversation about how equality for people who are LGBTQ+ relates to them and—more importantly—why it matters to them enough to start talking about it itself.

Straight for Equality does this in a way that has radically shifted perceptions about the topic. Instead of focusing on politics and debates, we focus on helping people understand their personal journeys and to find their unique, individual, and diverse voices to speak up for LGBTQ+ friends, colleagues, and family.

Since Straight for Equality began, the conversation has happened everywhere:

- In the **workplace**, we’ve worked with more than 140 organizations in the private and nonprofit sectors as well as with government agencies to engage allies in creating inclusive environments where the everyday experiences of LGBTQ+ people can live up to the policies created to ensure equal treatment and opportunity.
- Among **people of faith**, we’re shifting the discussion away from polarizing extremes to common ground conversations.
- In **healthcare** settings, we’ve helped providers and allied professionals understand why inclusive care is needed and how they can do more to support their LGBTQ+ patients.
- And through the network of more than **400 PFLAG chapters**, we’re changing how allies in local communities understand equality.
- Our **four signature publications**, designed specifically for allies, help make this possible in a fun and accessible way. More than 300,000 Straight for Equality publications have been distributed…and, even after 11 years, we’re not done yet.

At PFLAG, inclusion is our superpower—let us help make it yours too.
THE BENEFITS OF LEARNING WITH PFLAG NATIONAL

PFLAG EDUCATIONAL SESSIONS: SO MUCH MORE THAN JUST “TRAINING”

Creating inclusive workplaces is big work, and PFLAG National is with you at every step to supercharge your efforts. Bringing a PFLAG/Straight for Equality learning session to your organization provides you with much more than just a basic “training.” Instead, you get an interactive, supported learning experience from the moment you book your session through your post-workshop consultation.

Before your learning session, you’ll receive:

• Assistance in selecting a workshop that is right for your organization’s needs
• Information about in-person, online, and blended learning options
• Flexible scheduling based on instructor availability
• Two hours of pre-session planning with PFLAG National Staff to tailor presentation to your organizational goals
• Assistance with promoting your event including messaging guidance, as well as customizable marketing materials to generate excitement for your session

During your learning session, you’ll receive:

• An interactive 60-90 minute learning event with one of PFLAG National’s workplace instructors. For online sessions, you’ll also receive support from a PFLAG National Staff member to facilitate live chat with participants and post-session question and answer time
• PFLAG’s Straight for Equality in the Workplace materials for up to 75 participants (additional copies available for a minimal charge); for online and web broadcast sessions, a custom webpage with links to all participant materials
• Specific, accessible action items for participants to increase LGBTQ+ inclusion in your organization

After your learning session, you’ll receive:

• Confidential one-hour assessment and observations from PFLAG National’s workplace instructor on the learning experience, potential areas for additional focus, and to help map next-step activities
• Use of the Straight for Equality Learning Partner Logo for one year to visibly demonstrate your organization’s commitment to LGBTQ+ inclusion at work

READY TO LEARN MORE ABOUT HOW TO BRING A SESSION TO YOUR ORGANIZATION?

See page 11 for booking details.
Looking to effectively find and engage allies in the workplace?
Already have allies in the room but need to get them active with learning opportunities?
Here’s where to start.

**Want to Be an Ally (or Help One Out)?: Straight for Equality in the Workplace**

**Level: Beginner to Intermediate**

Corporations are leading the way in creating policies and programs that ensure equality for LGBTQ+ people. But research shows that roughly half of LGBTQ+ adults still remain closeted at work. The problem is often in workplace culture, and the solution lies in supportive allies becoming more visible and engaged. In this session, participants will find out why this issue is relevant at work, whether LGBTQ+ or not. They’ll learn the ways to reframe who allies are, the power they have, and provide space to honestly discuss the barriers that allies face in expressing support in the workplace. Finally, participants will get new strategies and tools needed to help allies break through the barriers and be part of creating real inclusion. Session materials include *the guide to being a straight ally (third edition)*.

**I’m Not LGBTQ…Not That There’s Anything Wrong with That: Advanced Ally Skills**

**Level: Intermediate to Advanced**

As allies want to be more engaged, they need support in their efforts to learn and do more, whether at work or at home. But often self-identified allies find themselves faced with common challenges to expressing support for their LGBTQ+ family, friends, and colleagues that may leave them less likely to speak up. In this session, participants will learn about the progress allies are creating and identify the barriers to more advanced support. They’ll find out how to transform the reason they’re an ally (or need one) into their case for inclusion using their personal story, get effective strategies to take on the more advanced issues, understand how to transform conflict into opportunity, and put their skills to work. *Straight for Equality 101 is a strongly suggested prerequisite for this session*.

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*KPMG’s long-standing partnership with PFLAG National has created opportunities for our partners and employees to engage in lifelong learning. Our commitment to LGBT+ and ally inclusion is fueled by PFLAG’s best-in-class Straight for Equality workplace learning sessions. As an ally myself, I have experienced first hand the benefits of KPMG’s investment with the PFLAG National team.*

*Michele Meyer-Shipp,*
Principal, Chief Diversity & Inclusion Officer, KPMG LLP
Straight for Equality in the Workplace: Becoming a Trans Ally
LEVEL: INTERMEDIATE TO ADVANCED

While the acronym “LGBTQ+” is frequently used to reflect a diverse community, the issues faced by each group are very different. People who are transgender report higher rates of discrimination at work than gay and lesbian individuals, and the level of understanding of transgender issues is often low. This learning session applies the unique Straight for Equality approach to focus on the important educational building blocks necessary to create allies to the trans community. Participants will understand key terminology including what transgender means and why it is part of “LGBTQ+.” They’ll learn more about the role that gender stereotypes play in bias against transpeople, and find out about research that demonstrates the widespread harms of this bias. Most importantly, participants will learn how to be trans allies through basic transgender etiquette and practices. Organizations can also opt to include an overview of their own transgender benefits and policies in the session to connect the learning objectives with their own work. Session materials include the guide to being a trans ally.

Content Update for 2019! Interested in providing learning opportunities about non-binary identities in the workplace? PFLAG offers additional customizable content for this session based on your educational needs. Talk to us for more information.

What Would You Do?: The Advanced Ally’s Guide to Being Active in Tough Situations
LEVEL: ADVANCED

So you’re an ally. You’re out there. People know what your values are. You’re starting conversations and educating people. And yet, navigating different kinds of conflict in interactions remains a challenge. This session, for advanced, self-identified allies, takes that issue on and leads participants in a skill-building experience to fine-tune their ally engagement skills and develop the resources to take on the tough and tricky world of difficult situations. Participants will compare and contrast the initial ally journey with the advanced ally journey, explore the key habits and behaviors of advanced allies, and learn skills to turn conflict into paths for communication and understanding. This customized, scenario-based session features opportunities for participants to apply what they’ve learned to real-world situations and share their unique strategies for transforming allyship from good to great.

The Curious Case of the Fried Ally: Beating Ally Burnout
LEVEL: ADVANCED

The trajectory of ally engagement in the workplace has been meteoric, changing the face of network groups, the case for inclusion, and perceptions of the equality movement. However, once allies own their power as changemakers, the hard work begins. While there’s much to be gained from the work of allies—and the work of LGBTQ+ people making change in the workplace—it sometimes comes at a high price. Living up to expectations, honoring commitments to lifelong learning and advocacy, and creating thriving LGBTQ+-ally partnerships in network groups can lead to burnout. Learn about what this looks like, how to spot it in yourself and others, consider ways to address challenges on personal and organizational levels, and ensure the way YOU ally stays powerful.

Thinking Strategically: Developing (and Growing) Your Ally Strategy
LEVEL: ALL LEVELS

In the more than 10 years since the launch of PFLAG’s Straight for Equality program, the concept of ally engagement in the workplace has become a core tenet of inclusion programs. Still, “engaging allies” is easier said than effectively done. In this session—designed for network group leaders and advocates—we’ll discuss the path that led PFLAG to develop its ally engagement strategy, the key lessons about real inclusion and engagement learned along the way, and focus on turning a theory of change into an effective program. Then participants will be led through activities to develop (and fine-tune) their ally engagement strategies to ensure that the work is intentional, focused, intersectional, and effective. People will leave with a blueprint for their work of changing hearts and minds at work.

Cross-Network Opportunity! This session can be personalized to engage multiple network groups in an effort to develop intersectional ally efforts. Contact us for more information!
Feel like you’re ready for something different? Want to build great professional development opportunities? Check out these learning sessions provided by Straight for Equality and PFLAG National as a way to diversify your work!

Learning sessions are appropriate for all participant levels.

PFLAG’s Legislative Learning and Action Workshop
The current political climate is, for many people, a significant departure from what seemed to be the norm in the US. Attacks on protections for people who are LGBTQ+-identified in an array of areas from schools to workplaces, healthcare settings to immigration have left many concerned and confused about what these shifts mean and how they can respond. In this session, participants will take a broad, nonpartisan look at the unique nature of the new political climate and the effect that it is having on dialogue and behavior, examine a spectrum of policy topics and understand why they are “LGBTQ+ issues”, and learn how to be effective, educated, and engaged advocates for change. No matter what your political stripes, comfort level with advocacy, or understanding of policy, this session offers a place to respectfully learn and discuss what our individual roles are in a constantly-evolving world.

Exclusive LGBTQ Legislative Issue Briefings
National, state, and local legislative efforts that impact the LGBTQ+ community have made huge headlines, and organizations are looking for ways to educate leadership and employees about what these laws mean for business and inclusion. Whether it’s employment nondiscrimination legislation, laws related to bullying and protecting youth, relationship recognition, or international topics, understanding the facts and the context is a critical element of solid corporate citizenship. PFLAG National—a nonpartisan organization—now offers one-hour, workplace-appropriate issue overview briefings. Learn about what key issues are, where they currently stand in the legislative process, and how people can become further engaged. Using PFLAG’s inclusive, diverse, and education-focused approach, this session provides unique and timely learning opportunities for participants.

Sharing Your Workplace Story to Create Change
One of the core beliefs of PFLAG members everywhere is that when we share our personal stories, we transform discussions from being about abstract rights, laws, and policies to being about real people. And while everyone has a story to tell, the question of how to share this story effectively—especially in the workplace—often goes unanswered. This learning session will help participants identify their workplace stories about LGBTQ+ inclusion, use the building blocks of great stories to develop their narratives, get powerful story-sharing and communications skills, and have an opportunity share their stories and receive peer feedback in a supportive environment. Session materials include customized storytelling workbook.

Cross-Network Opportunity! Interested in making this session a multi-ERG event, addressing multiple identities? We now offer a cross-network version of this workshop designed to highlight intersections and inspire collaborative efforts.
From the Classroom to the Boardroom: Addressing Bullying Behaviors

The issue of bullying in schools has led to widespread responses, legislation, and preventative programs. But an important question still needs to be addressed: What happens to people who exhibit bullying behavior as youth when they grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. But because of the complexities of even understanding the concept of bullying, effective responses are often difficult to develop. In this session, participants will discuss the similarities—and differences—between school bullying and workplace intimidation, discover what strategies are being used to solve the issue, identify ways to mentor victims (and prevent more from developing), and put learnings to work in group scenarios to prepare individuals to become agents of inclusion in their workplaces.

Cultivating Respect: Stopping Bullying to Create Safer Schools

News reports have been filled with the tragic stories of young people being bullied and harassed in schools, and the terrible consequences many of them face when no one is willing to speak up. This has put a topic that was often seen as “a LGBTQ+ issue” on the radar of parents everywhere. In this learning session participants will learn about key research on bullying and harassment, understand how much of it connects to anti-LGBTQ+ attitudes and behaviors, and learn how these incidents jeopardize all students. This workplace-friendly session, which provides a great opportunity to collaborate with other ERGs, leaves participants with accessible ways to be a part of standing up to bullying on a personal, family, and institutional level. Session materials include the newest edition of PFLAG National’s Cultivating Respect: Top 10 Ways to Make Schools Safer for All Students booklet.

Don’t Know Much About LGBTQ History?: The Ultimate LGBTQ History and Culture Extravaganza

Stonewall. Rainbow flags. Pink triangles. Lavender lambdas. Pride parades. Disco. Tea dances. Fire Island, WeHo, and Boy’s Town. Harvey, Audre, Marsha, Sylvester, and even Gaga. What does it all mean? LGBTQ+ history and culture tells the story of a vibrant, diverse, and determined community that has overcome massive barriers and deeply influenced mainstream culture. Learn about what many of the symbols, events, and references mean, and get some great insight into the larger story as well as how it all impacts the work we continue to do—as members of the LGBTQ+ community and as allies—today.

When LGBTQ Past and Present Collide! How LGBTQ History Can Illuminate Today’s Challenges

As the old saying goes, those who don’t know history are destined to repeat it. Yet looking at where the LGBTQ+ and ally community is today sometimes feels like we’re navigating completely new ground. But is that really the case? In this session, participants will be engaged in a fast-paced learning experience that examines key facts about LGBTQ+ history and how it shapes the world we’re in today, and then closely examine current key advocacy issues to understand them in greater depth. What can the history on these issues tell us about the challenges and opportunities we face? How can it inform the ways in which we take action? And how can we emulate the change strategies of key LGBTQ+ leaders to elevate our voices and create change? Don’t Know Much About LGBTQ History is a strongly suggested prerequisite for this session.

PFLAG has been a powerful companion on Marriott’s journey to increase inclusion throughout our global organization. From the launch of ONE Marriott, our LGBT+ employee network, PFLAG was available with advice and support at every turn. As we began to develop marketing programs that embrace LGBT and allied consumer segments, we have relied on the team at PFLAG to provide insights about community response. Through its Straight for Equality program, PFLAG offers learning opportunities for Marriott employees that also support our corporate diversity objectives. As Marriott succeeds and ONE’s chapter network expands globally, PFLAG continues to provide guidance. For Marriott, our relationship with PFLAG has been a true partnership that continues to evolve, offering new opportunities with each step.

Apoorva N. Gandhi, Vice President, Multicultural Affairs
Marriott International, Inc.
Navigating LGBTQ Issues and Religion in the Workplace:
Be Not Afraid—Help Is on the Way!
As the visibility of people who are LGBTQ+ and allies increases in workplaces, the need to address how to navigate the real and perceived barriers between those who are LGBTQ+/allies and people of faith becomes critical to ensure inclusion for all. In this session, participants will learn about the positive changes that are happening in faith communities for LGBTQ+ acceptance, discuss the remaining barriers that often emerge between LGBTQ+/allies and people of faith in the workplace, and explore individual strategies for creating authentic and inclusive connections with people of faith. The days of either being a person of faith or being LGBTQ+/an ally are over—find out how to be part of developing respectful relationships in the workplace to be part of this change. Session materials include the Straight for Equality publication, Be Not Afraid—Help Is on the Way: Straight for Equality in Faith Communities. Straight for Equality 101 is a recommended prerequisite for this session.

Becoming a Healthcare Ally: Making the Case, Building the Skills
Research consistently demonstrates that the LGBTQ+ community still faces significant barriers to accessing healthcare and receiving culturally-inclusive and competent services. Straight for Equality aims to take on this issue by providing participants with a detailed overview of these challenges and what they mean for patient care. This learning session makes the case as to why visible and educated allies in healthcare are needed to change these trends, and provides accessible and effective strategies for creating more inclusive practices and policies. It also addresses some of the challenges new healthcare allies face—and how to overcome them. Participant materials include the Straight for Equality publication, Read This Before You Put Your Metatarsals Between Your Maxilla and Mandible: Straight for Equality in Healthcare.

Buzz: Creating It, Changing It, and Managing It at Work
Achieving a great buzz about your work and your personal brand is one of the keys to professional success. The challenge is that there are few roadmaps for LGBTQ+ people and their allies on how to do it. Participants will learn the keys to assessing their buzz and identifying opportunities to improve that buzz at work. We’ll also demonstrate how well-navigated coming out conversations (whether first-time or ongoing), discussions about diversity work and ERG involvement, and authentic engagement can be shaped to effectively help meet goals, build a valuable personal brand, and ultimately advance equality in the workplace.

It’s Not About Counting Heads: Creating Truly Inclusive Network Groups
It’s been said that diversity isn’t about counting heads, but about making heads count. Creating an LGBTQ+ ERG-based diversity engagement strategy that accomplishes this goal isn’t always easy, but the benefits are tremendous. Culturally-inclusive ERGs better serve organizations and provide support to less visible populations. It can also create partnerships that yield great educational opportunities, dispel stereotypes, and develop inclusive workplace climates. In this session—designed for network group leaders and advocates—participants will learn about why inclusion of communities of color is so important to LGBTQ+ ERG work and the role of LGBTQ+s as allies to people of color. The session will also take on some of the biggest challenges around inclusion outreach, brainstorm to create new efforts, and get the tools to start boosting inclusion in LGBTQ+ ERGs.

At Sodexo, we firmly believe in community involvement and strategic partnerships with community organizations. When our PRIDE network decided to make ally engagement a priority, the first organization we called was PFLAG. They developed a strategy for empowering allies and supported that strategy with employee learning sessions based on their Straight for Equality in the Workplace program. We observed that LGBT inclusion had moved from theory to reality. To ensure that our employees bring their whole self to work, we partnered further with PFLAG and Buck Davis & Company to develop a LGBT conversation guide and educational programs to build ally skills. As an organization with deep commitments to inclusion both among our employees and in the communities we serve, Sodexo recognizes that our partnership with PFLAG has been invaluable in achieving our goals.

Rohini Anand,
SVP Corporate Responsibility & Global Chief Diversity Officer, Sodexo
The creation of the LGBTQA employee resource group at BAE Systems, Inc. was a step toward achieving our goal of furthering an inclusive environment where every employee is valued and our differences contribute to our business success.

Working with PFLAG and leveraging the Straight for Equality program helped us kick off the training element of our employee resource group. Their flexibility in adapting training sessions that were tailored for our culture—the training they offered was not one-sided or biased—meant we were able to offer sessions that were open-ended to encourage open and candid dialogue. By working with us, they helped our employee resource group to deliver sessions that educate on how to become allies to the LGBTQ community.

Working with Straight for Equality, we were able to customize presentations for three successful learning sessions in 2014 that fit well within our culture and kept our employees engaged. The Straight for Equality staff was professional, responsive, and very supportive last year, and we are already working with them on some of our programs for the future.

Curt Gray, SVP Human Resources & Administration, BAE Systems Inc.

Ready to get to work? Want to learn more about how your organization can partner with PFLAG National to move equality forward? Here’s where to get started.

PFLAG National Partnerships
and How to Book Your Session
INVEST IN A 2019 PFLAG NATIONAL PARTNERSHIP

PFLAG National respects relationships, especially with our corporate partners who frequently demonstrate courage through inclusion and acceptance of people who are LGBTQ+ and their allies in the workplace.

Investment in a PFLAG National partnership affirms your corporate commitment to organizational diversity and inclusion, to engagement with individuals in the essential work of culture change, and to high-level corporate visibility and leadership on LGBTQ+ acceptance.

PFLAG National Partnerships support a full range of work that has a beneficial impact on LGBTQ+ inclusion in the workplace, schools, faith-based institutions, and communities. Packages are optimized to provide you with a single agreement and a single point of contact to ensure that your benefits are delivered and needs are always met. Partnerships can be customized to meet your organization’s unique needs.

PFLAG National Partners receive a comprehensive collection of benefits that provide broad brand exposure to external audiences as well as key resources to help build your organization’s inclusion efforts. A few of the key benefits of partnership include:

- **Brand Exposure to a National Audience**: Put your organization in front of more than 200,000 members and supporters in PFLAG’s more than 400 chapter-strong network of families, allies, and people who are LGBTQ+-identified.

- **The PFLAG National Partner Logo**: Show your employees, clients, and customers where you’re focusing your support with use of the PFLAG National Partner logo on your corporate materials.

- **Workplace Educational Sessions**: Take advantage of complimentary workplace educational sessions as one of many key National Partner benefits. Choose from 19 personalized learning options outlined in this catalog. Following completion, organizations receive the 2019 training partner logo for use on materials to visibly demonstrate their commitment to LGBTQ+ workplace inclusion.

- **Exclusive PFLAG Updates**: Understand the issues. Join PFLAG National leaders and subject-matter experts for insights on developments critical to LGBTQ+ acceptance and inclusion. These web-based briefings will explore the impact of legislative, legal, and social science advancements and will be offered exclusively to National Partners and major funding partners.

- **PFLAG National and Regional Events**: Engage with PFLAG National and other National Partner corporations through customized events that will help you meet D&I or marketing objectives. Past events include B2B training series sponsored by KPMG, and HOT!, a New York City event (hosted by Jenn-Air) featuring guests like Food Network celebrity chef Anne Burrell and Bravo’s Andy Cohen, and house parties across the country. And for the first time, 2019 National Partnerships also include tickets to the PFLAG National Convention in Kansas City that will be held from October 25-27, 2019!

For additional information about partnership levels, benefits, and customized programs, please contact

Maggie Ardiente, Director of Development
mardiente@pflag.org | (202) 349-0788
Here’s how to do it.

1. **Pick your session(s).**
   Choose the classes that interest you and determine target dates for your event. You can find expanded descriptions for learning sessions at straightforequality.org/workplacesessions.

2. **Contact us.**
   Let’s start the conversation. We’ll be able to help find the best learning session for your needs and provide online session demos to help you understand the content. We can also provide details on session costs at this time.
   
   Contact:
   Jamie Henkel, Learning and Inclusion Manager
   jhenkel@pflag.org or call (202) 657-6998

3. **Book your session!**
   Ready to make it official? We strongly suggest booking a session a minimum of two months in advance to ensure that we’ll be able to accommodate your request. (Please note that June and October will book up several months in advance, so plan early!) After your session date is confirmed, we’ll schedule time to ensure that your session is customized to meet your unique needs and goals.

4. **Spread the word!**
   PFLAG’s Straight for Equality team can assist you with ideas for promoting your event, suggested timelines, and provide easy-to-use customizable templates for flyers, posters, and e-mail blasts to get great visibility for your sessions.

**EXCITED? WANT TO LEARN EVEN MORE RIGHT NOW?**

- pflag.org and straightforequality.org
- /PFLAG and /S4Equality
- @pflag and @S4Equality
- linkedin.com/company/PFLAG-S4Equality

*Barclays believes diversity and inclusion is a key differentiator in our goal of becoming the ‘Go-To’ bank. To that end, the bar at Barclays is high when it comes to the community partners that we select to help us ensure our employees experience full inclusion in their roles. Our multi-year partnership with PFLAG National has been and continues to be a powerful accelerator in LGBT and ally workplace inclusion. Through PFLAG’s Straight for Equality program, we’ve effectively developed and deployed a straight allies program that is now global in scope, advancing employee responsibility for building cultural inclusion and understanding. PFLAG addresses our organizational objectives, listens to individual needs, understands how to engage people, and consistently reminds us of the power of the individual voice to transform organizations.*

*Mark Q. McLane, Global Head of Diversity & Inclusion, Barclays Capital*
NEW ONLINE—ONLY LEARNING SESSIONS

As organizations expand their reach, finding ways to provide meaningful, effective learning opportunities becomes paramount. Many of the sessions in this catalog can be offered in-person, online, or as a combination of both options. But in 2019, we’re introducing our first online-only learning sessions. Contact us for more information!

**When Someone Comes Out: Demonstrating Support and Acceptance**

The term “coming out” has become so mainstream that many people assume that the word—and the actions it entails—are simple. However, in spite of the progress made in acceptance for people who are LGBTQ+-identified, the process can still be harrowing, especially at work. In this session, participants will learn about what it means to come out, invite others in, and to disclose your sexual orientation and/or gender identity today; find out about some of the ways that living authentically positively impacts people who are LGBTQ+ in various aspects of their lives; get data and research that demonstrates the power and impact of supportive families, schools, workplaces, and communities; and what allies can do to celebrate and support family, friends, and/or coworkers that have recently come out as LGBTQ+. This is a 60-minute online-only session and can be customized to address specific questions, issues, or working groups (e.g., Human Resources, Talent Acquisition).

**Beyond the Binary: Understanding and Supporting People with Gender-Expansive Identities**

Visibility for people who are transgender-identified has grown exponentially, and yet much of the understanding in this area is focused on binary identities—what does it mean to be male or female? However, the reality is that many people embrace gender identities that are neither, both, or even fluid. For inclusion advocates in the workplace, the emergence of people with nonbinary identities provides an opportunity to learn more about gender and the ways in which it is understood by others; focus on the importance of language in conversations about gender identity; explore what nonbinary identities mean; and learn the ways to create more inclusive spaces in both our workplaces as well as our LGBTQ+ employee resource groups. This is a 60-minute online-only session. Please note: Some content can be added into our transgender allies class. See page 5 for more information. Becoming a Trans Ally is a strongly suggested prerequisite for this session.