



**The Curious Case of the Fried Ally:  
Beating Ally Burnout in the Workplace**

**Background:**

While the past few years have been a time of big wins for equality, the current social and cultural landscape has changed dramatically. Pushback, legislative losses, and even violence have become part of the conversation about LGBTQ equality. And while the trajectory of ally engagement in the workplace has been meteoric, this new cultural backdrop – combined with the constant hard work involved in ERG leadership – often makes members feel overwhelmed.

Worse, living up to expectations, honoring commitments to lifelong learning and advocacy, and creating thriving LGBTQ-ally partnerships in network groups can lead to personal and organizational burnout. PFLAG’s Straight for Equality program will help your team learn about what ally burnout looks like, find ways to address challenges on personal and organizational levels, and ensure the way YOU ally stays powerful and effective.

**Content Overview:**

- **How did we get here?** Acknowledge progress made in area of LGBTQ and ally inclusion, start identifying challenges encountered along the way
- **What is burnout, anyway:** Go beyond the buzzword to find out what burnout is, it’s origins, and what’s at stake including member satisfaction and ERG effectiveness
- **What does ally burnout look like?** Find out how to identify burnout both at individual and organizational levels and discuss the impact burnout can have on leadership transition, annual planning, and demonstrating ROI
- **Finding solutions and cures:** Learn about strategies to address burnout, using real-world examples to help keep your efforts moving forward
- **What comes next?:** Identify ways to change the way we engage and develop allies in the future

<b>Recommended Session Length:</b>	90 minutes
<b>Target Audience:</b>	ERG leadership, experienced ERG members, high-participation advanced allies
<b>Participant Materials:</b>	Handout only
<b>Additional Information:</b>	This learning session is available in an interactive webinar format in a 60-minute version. This learning session can be customized for specific audiences as needed. Shorter versions are not recommended when offered in person.

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing [jhenkel@pflag.org](mailto:jhenkel@pflag.org) or call (202) 467-8180 ext. 210.