



I'm Not LGBTQ+...Not That There's Anything Wrong with That: Advanced Ally Skills

Background:

In the workplace, allies are often some of the most visible and vocal advocates for equality. However, being one of these unexpected – and often less immediately visible – messengers for inclusion in the workplace is not without its own challenges.

Allies need to feel empowered to effectively communicate why they're allies, why saying it matters, and what allyship means for them. Many are also looking for ways to create conversation about LGBTQ+ equality without getting too political, especially at work. Most importantly, allies are looking for ways to navigate conflict and know how to turn pushback into an opportunity for starting transformative conversations.

Whether you're an ally who is just starting their journey, an ally who has a long history of supporting inclusion efforts, or an LGBTQ+ person looking for ways to help empower your allies – we've got answers.

Content Overview:

- Review the PFLAG and Straight for Equality basics, emphasizing the journey that many allies take to be vocal, visible, and engaged advocates for their colleagues who are LGBTQ+
- Examine the evolving role of allies in the workplace and how their presence has changed many perceptions about LGBTQ+ inclusion
- Look at research detailing the power of these “unexpected messengers” to create culture change as a call to active allyship
- Address and overcome top challenges that allies at work encounter the most, including how to:
 - Self-identity as an ally and use that as a great tool for change;
 - Develop strategies to create conversations and teaching moments; and
 - Find ways to turn moments of conflict into great conversation.

Recommended Session Length:	90 minutes
Target Audience:	Self-identified allies, LGBTQ+ people who want to learn more about how to support allies no matter where they are on their journey
Participant Materials:	<i>the guide to being a straight ally</i> (fourth edition), “I’m an Ally Because...” postcard, “I Need an Ally Because...” postcard, and online resource page
Additional Information:	This learning session is available in an interactive webinar format. 75-minute and 60-minute versions available for specific situations. This is an advanced version of “Want to be an Ally (Or Help One Out?). That session is a strongly suggested prerequisite for this course.