



## What Would You Do? The Advanced Ally's Guide to Being Active in Tough Situations

### Background:

Seeing yourself as an ally is an important step in becoming an advocate for full LGBTQ+ inclusion. Unfortunately, feeling allyship doesn't do much to transform the people and the environments around us. And research shows that while overwhelming majorities of men and women identify as allies to the LGBTQ+ community, many have never taken action to demonstrate their support for their colleagues or friends.

Learning how to be a visibly supportive and vocal ally is at the heart of what it really means to be committed to creating change. The best allies around know how important it is to model the behavior they hope to see in others. They also know it isn't always easy. Sometimes even the most dedicated ally to the LGBTQ+ community can run in to situations where they're not sure how to react or what to do. PFLAG's Straight for Equality program is here to help with an interactive learning session focused on how to build ally skills and be a more confidently active than ever.

### Content Overview:

In this session, participants will:

- Review Straight for Equality's ally spectrum, the journey that many new allies take, and understand the ways in which the advanced allies' journey looks different.
- Identify guidelines and great practices for advanced allies who want to be visible, vocal, and engaged in their communities and show support for their colleagues, friends, and loved ones who identify as LGBTQ+
- Learn about strategies for avoiding conflict, creating conversations with colleagues about LGBTQ+ equality, and moving away from those dreaded dead-end debates
- Work out, through group discussion, how you'd navigate some common (but tough) scenarios that allies often face in the workplace – and learn how others do it, too
- Continue to build your ally toolbox to help you engage and educate people you know

<b>Session Length:</b>	90 minutes
<b>Target Audience:</b>	Advanced audience with core LGBTQ+ knowledge, an understanding of what allyship is, and why diversity and inclusion are important in the workplace.
<b>Participant Materials:</b>	Handout, online resource page
<b>Additional Information:</b>	For in-person sessions, this session is only available in a 90 minute format. This learning session is available in an interactive 60 minutes webinar format. "Want to be an Ally (Or Help One Out)?: Straight for Equality in the Workplace" is <b>strongly encouraged</b> as a prerequisite for this session. Scenarios considered during small group discussion will be developed and selected in consultation with event planners.

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) 657-6998.