



So You Want to Be an Ally (Or Help One Out?) Straight for Equality in the Workplace

Background:

Corporate America is leading the way in creating lesbian, gay, bisexual, and transgender (LGBT) inclusive environments. From policies to practices, more organizations are working to ensure that equality and inclusion prevail in the workplace. In 2016, 93% of Fortune 500 companies included sexual orientation in their nondiscrimination policies and 75% included gender identity.

However, policies have not necessarily translated into critical culture change in the workplace, and this remains a difficult reality for people who are LGBT, their allies, and the organizations for which they work. Roughly half of LGBT people report that they are not out at work, and research on perceptions of how supportive workplace climates are for them reveal dismal news.

In order to experience full inclusion and equality at work, people who are LGBT the partnership of allies who are engaged in the effort to create real culture change. But identifying as a ally isn't always easy. And even among many who do identify as allies, what "support" looks like at work often isn't clear. This session will help change that trend and develop more workplaces that are focused Straight for Equality.

Content Overview:

Straight for Equality in the Workplace is a training that takes on the challenge of why allies need to be engaged in the effort to achieve inclusion at work in an accessible and non-confrontational way. Leveraging PFLAG's more than 40 years of experience as the nation's original ally organization, this session will:

- Make the business and marketplace case for why LGBT inclusion is a relevant issue at work
- Address the issue of why culture change is vital for organizations and why it is critical for organizations to go beyond policies and encourage participation from all employees to transform workplace culture
- Examine current research illustrating the progress – and challenges – of LGBT people today
- Define who allies are and understand their journey to becoming openly supportive
- Identify the individual barriers that create roadblocks to being supportive and get concrete, straightforward help on how to overcome barriers, express support, and change the places that we work

Session Length: 90 minutes

Target Audience: General audience, no prior knowledge of LGBT issues required. Content included for LGBT participants to assist allies in becoming more supportive at work.

Participant Materials Provided: *the guide to being a straight ally* (third edition) and related materials, *equality literacy 101*.

Note: Session may be done in 60-minute webinar format. An advanced version of this session is also available. This session focuses broadly on LGBT issues. We also offer a specific session on developing allies to the transgender community in the workplace.

For more information on this session, contact Jamie Henkel, Equality and Diversity Partnerships Manager, by e-mailing jhenkel@pflag.org or call (202) 467-8180 ext. 210.