



I'm Not LGBT...Not That There's Anything Wrong with That: Advanced Straight for Equality in the Workplace

Background:

Straight allies in the workplace are some of the strongest advocates for equality that exist. However, being one of these unexpected – and often less immediately visible – messengers of why equality is an issue for everyone is not without its own challenges. Find out how to effectively communicate why you're an ally (and why saying it matters), get the language to articulate the ally angle on the business case for equality and ERG involvement, and learn how to turn awkward experiences (like when a colleague tells a gay joke) into teaching moments. Whether you're a new or seasoned ally – or an LGBT person looking for ways to help empower your allies – we've got answers.

Content Overview:

- Briefly examine the evolving role of allies in the workplace and how their presence has changed many perceptions about LGBT ERGs.
- Review some research detailing the power of these “unexpected messengers”
- Outline the top challenges that straight allies at work still face – and look at solutions:
 - To ambiguate or not to ambiguate? Self-identifying as an ally and how to do it well.
 - Making the case: How to use your ally status as a way to make the business case for inclusion even stronger
 - Taking on the tough situations: How allies can use your role as a straight ally to navigate through difficult situations in the workplace (jokes, comments, incorrect statements, etc.)
 - Telling your ally story – An introduction on how to effectively and succinctly share what inspired you to become an out straight ally.

Session Length: 90 minutes

Target Audience: Self-identified straight allies, GLBTs who want to learn more about how to support straight allies.

Participant Materials Provided: “I’m a Straight Ally Because...” postcard, “I Need a Straight Ally Because...” postcard, *Equality Literacy 101, the guide to being a straight ally*, participant link to download additional resources.

Note: This session is an advanced version of Straight for Equality in the Workplace 101. While not a required prerequisite for this training, it is often helpful as a starting point.

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.