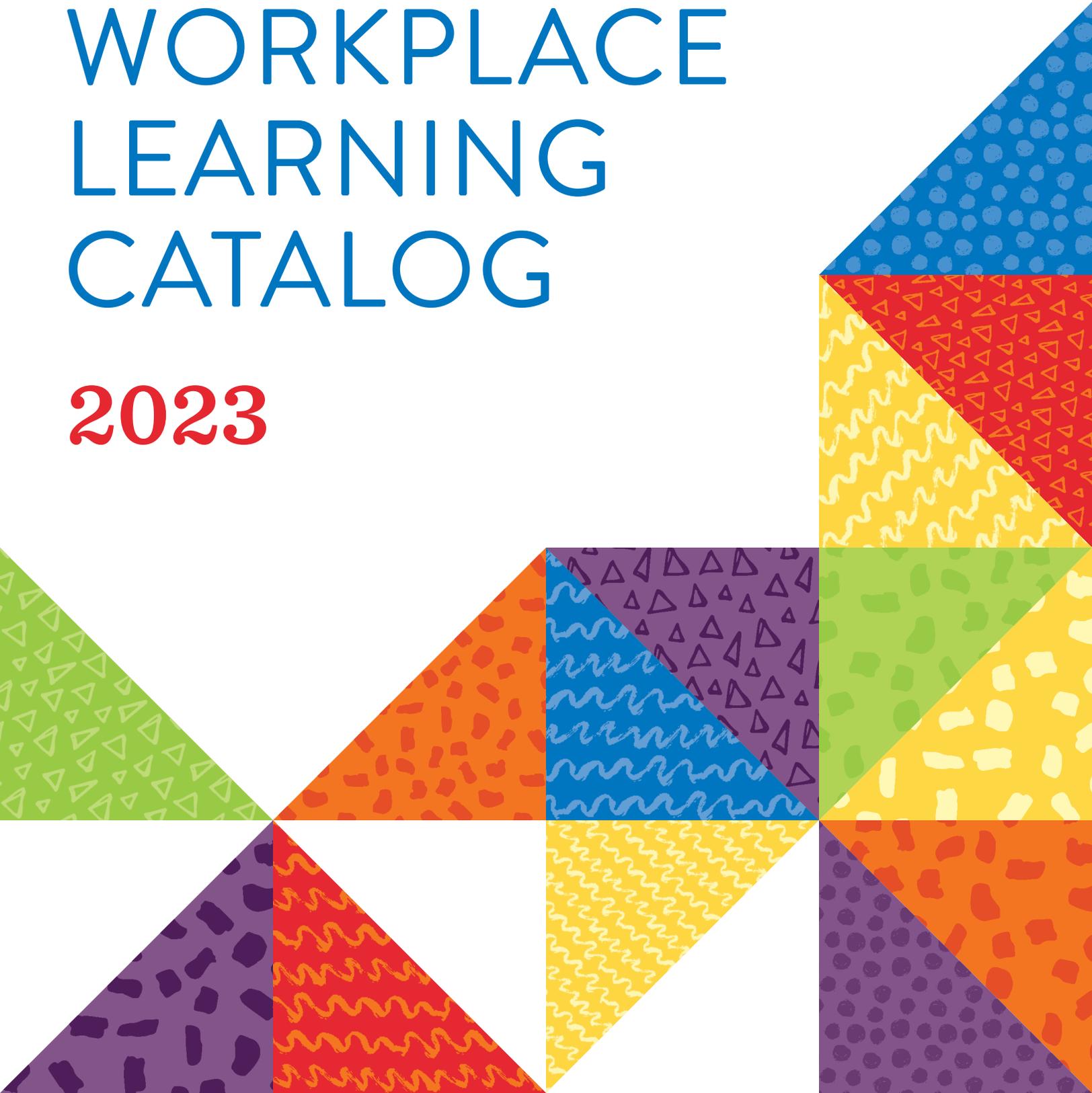




straight  
FOR  
equality<sup>SM</sup>

# WORKPLACE LEARNING CATALOG

2023



# More than 15 years ago, PFLAG National launched the Straight for Equality™ program by asking a simple question:

## WHAT WOULD HAPPEN IF WE HAD OUR CONVERSATIONS ABOUT WHY EQUALITY MATTERS IN A NEW WAY?

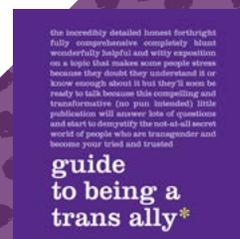
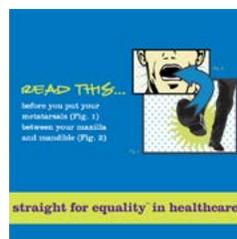
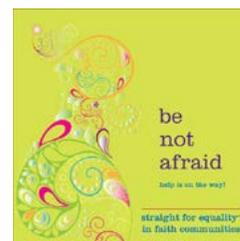
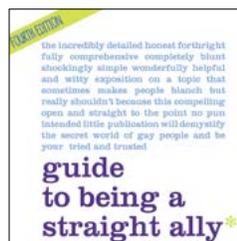
We had a theory: If we could change the way we talk about inclusion, we'd have the chance to start engaging a lot more people in the discussion. The opportunities are everywhere—in the U.S., eight out of ten people say that they personally know someone who is lesbian or gay, while about 42% of people know someone who is transgender.

PFLAG National's Straight for Equality™ program is transforming the dialogue on inclusion by providing ways to *invite*, *educate*, and *engage* new people into this conversation. We're making the case that achieving equality for people who are lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) is an effort for all of us and—more importantly—we're showing people how to do it.

Straight for Equality has radically shifted perceptions. Instead of focusing on politics and debates, we focus on helping people understand their personal journeys and find their unique, individual, and diverse voices to speak up for LGBTQ+ friends, family, and colleagues.

Since we launched Straight for Equality, the conversation has happened everywhere:

- In the *workplace*, we've worked with more than 270 organizations in the private and nonprofit sectors as well as with government agencies to engage allies in creating inclusive environments where the everyday experiences of LGBTQ+ people can live up to the policies created to ensure equal treatment and opportunity;
- Among *people of faith*, we're shifting the discussion away from polarizing extremes to common-ground conversations;
- Through our network of *hundreds of PFLAG chapters*, we're changing how allies in local communities understand equality;
- Our *four signature publications*, designed specifically for allies, help make these conversations possible in a fun and accessible way. More than 410,000 Straight for Equality publications have been distributed, downloaded, and shared, with new publications coming next year; and
- Entering its third year, our weekly *Something to Talk About LIVE* series (broadcast simultaneously on Facebook, Twitter, LinkedIn, and YouTube) brings viewers access to critical conversations with leading experts on LGBTQ+ issues, intersectionality, diversity, inclusion, and more. Visit [straightforequality.org/discussionseries](http://straightforequality.org/discussionseries) to get details.



# THE BENEFITS OF LEARNING WITH PFLAG NATIONAL

## PFLAG NATIONAL EDUCATIONAL SESSIONS: SO MUCH MORE THAN “TRAINING”

Creating an inclusive workplace is a big project, and PFLAG National is with you every step of the way to supercharge your efforts. Bringing a PFLAG National/Straight for Equality learning session to your organization provides you with much more than just a basic “training.” Instead, you get an interactive, supported learning experience from the moment you book your session through your post-workshop consultation.

### Before your learning session, you’ll receive:

- Assistance in selecting a workshop that is right for your organization’s needs.
- Information about in-person, online, and hybrid learning options.
- Flexible scheduling opportunities based on instructor availability.
- Two hours of pre-session planning with PFLAG National staff to tailor the presentation to meet your organization’s goals.
- Assistance with promoting your event including messaging guidance, customizable marketing materials, and social media content to generate excitement for your session.

### During your learning session, you’ll receive:

- An interactive 60-90 minute learning experience with PFLAG National’s workplace instructors. For online sessions, you’ll also receive support from a PFLAG National staff member to facilitate live chat with participants and post-session question and answer time. Recording options are available.
- PFLAG’s Straight for Equality in the Workplace materials for up to 75 in-person participants (additional copies available for a minimal charge); for online and web broadcast sessions, a custom webpage with links to all participant materials.
- Specific, accessible action items for participants to increase LGBTQ+ inclusion in your organization.

### After your learning session, you’ll receive:

- Confidential one-hour assessment and observations from PFLAG National’s workplace instructor on the learning experience, potential areas for additional focus, and assistance with mapping next-step activities.
- Use of the Straight for Equality Learning Partner Logo for one year to visibly demonstrate your organization’s commitment to LGBTQ+ inclusion at work.
- Assistance with sharing information about being a Straight for Equality Learning Partner on social media channels.

Looking for assistance in shaping your engagement and education programs? Interested in developing a special project with the guidance of PFLAG National? Check out page 9 for more information on our consulting services.

# ALLY DEVELOPMENT Classes

## INVITING, EDUCATING, AND ENGAGING ALLIES: STRAIGHT FOR EQUALITY SIGNATURE PROGRAMS

Looking to effectively find and engage allies in the workplace? Already have allies in the room but trying to get them more active with learning opportunities?

Here's where to start. Visit [straightforequality.org/workplace](https://straightforequality.org/workplace) to read expanded descriptions for all learning sessions.

### Want to Be an Ally (or Help One Out)?: Building the Path for Your Ally Journey

#### LEVEL: BEGINNER TO INTERMEDIATE

Roughly half of LGBTQ+ adults still remain closeted at work. In this session, participants (whether LGBTQ+ or not) will find out why that matters and the impact it has on the bottom line for organizations. They'll learn the power allies have to create change. We'll also provide space to honestly discuss the barriers to expressing support in the workplace. Finally, participants will get strategies and tools needed to be part of creating real inclusion.

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

#### LEVEL: INTERMEDIATE TO ADVANCED

Self-identified allies often find themselves faced with challenges to expressing support for the LGBTQ+ community. This may leave them less likely to speak up. In this session, participants will find out how to transform the reason they're an ally (or need one) into their case for inclusion, get effective strategies to create conversation about LGBTQ+ equality, and understand how to transform conflict into opportunity.

*Want to Be an Ally is a strongly suggested prerequisite for this session.*

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

#### LEVEL: ADVANCED

This session for advanced, self-identified allies leads participants in a skill-building experience to fine-tune their ally-engagement skills and develop the resources needed to take on the tough and tricky world of difficult situations. This customized, scenario-based session

features opportunities for participants to apply what they've learned to real-world situations and share their unique strategies for transforming allyship from good to great.

*Want to Be an Ally is a strongly suggested prerequisite for this session.*

#### CROSS-NETWORK OPPORTUNITY!

Are there scenarios that you'd like to teach people to navigate? Are there issues that frequently arise and you want to help teams be more effective in their responses? PFLAG National can help develop custom scenarios to create transformative learning moments.

### Becoming a Trans Ally to Go Beyond the Binary

#### LEVEL: INTERMEDIATE TO ADVANCED

People who are transgender (trans), including people who are nonbinary, report higher rates of discrimination at work than gay and lesbian individuals. This learning session applies the unique Straight for Equality approach to invite, educate, and engage allies for people who are trans and/or nonbinary. Participants will learn about key terminology related to gender identity and expression, expansive pronouns and how to use them, and skills they need to be better allies to people who are trans.

*Want to Be an Ally is a strongly suggested prerequisite for this session.*

#### ADVANCED VERSION AVAILABLE!

Have you covered the basics and feel it's ready to refresh knowledge and put people's skills to work? Talk to us about offering an advanced version of this session that includes opportunities for participants to navigate real-world scenarios as allies.

## What the +?: Understanding and Supporting Expansive LGBTQ+ Identities

**LEVEL: ADVANCED**

Lesbian. Gay. Bisexual. Transgender. Queer. Simple, right?

Not for everyone. In this session, we'll spend time discussing what the + after "LGBTQ+" encompasses. Participants will have the opportunity to learn more about nonbinary gender identities, bisexual+ identities, asexuality and aromanticism, and intersex conditions. No matter how you identify, this session will help you serve as an ally to others in this space.

*Want to Be an Ally (or equivalent prior education)* is a prerequisite for this session.

## Bi+ 101 Allyship: How To Not Let Things Fall Bi The Wayside

**LEVEL: INTERMEDIATE**

There is still an unfortunate lack of representation and understanding of the bisexual+ community in the workplace. Statistics show that over 50% of the LGBTQ+ community identifies as bisexual+, including identities such as pansexual, fluid, omnisexual, queer, and more. Participants in this session will learn more about the bisexual+ community, why it's so important to understand and respect bi+ people, and some tools to be a great bi+ ally.

*Want to be an Ally (or Help One Out?)* is a strongly suggested prerequisite for this session.



## Advanced Bi+ Allyship: Going Beyond the "Bi"nary

**LEVEL: ADVANCED**

Beginning the ally journey can take a lot of introspection about (un)conscious biases—and that work must continue to become a more advanced ally. Participants in this session will learn more about common myths and stereotypes about people who are bisexual+, discuss advanced bi+ ally behaviors, and continue the conversation about how organizations can grow to be even more inclusive of colleagues who are bi+.

*Bi+ 101* is a prerequisite for this session.

## Thinking Strategically: Developing (and Growing) Your Ally Strategy

**LEVEL: ALL LEVELS**

The concept of ally engagement in the workplace has become a core tenet of inclusion programs. Still, "engaging allies" is easier said than effectively done. In this session—*designed for network group leaders and advocates*—we'll discuss the path that led PFLAG National to develop its ally-engagement strategy, share key lessons about real inclusion and engagement learned along the way, and focus on turning a theory of change into an effective program. Then participants will be led through activities to develop (and fine tune) their ally-engagement strategies to ensure that the work is intentional, focused, intersectional, and effective. People will leave with a blueprint for opening hearts and changing minds at work.

### CROSS-NETWORK OPPORTUNITY!

This session can be personalized to engage multiple network groups in an effort to develop intersectional ally efforts. Contact us for more information!

## ONLINE OR IN PERSON?

For many organizations, determining whether a presentation should be in-person or online remains a rapidly-evolving discussion. PFLAG National is here to support your efforts no matter how you'd like to deliver a learning session. Looking to go online? We have more than a decade of experience in presenting online interactive sessions and can work on all major meeting platforms. Want to meet in person? Check with our team about current availability. Need a little of both? Let us know and we can work with you to develop a plan to present a hybrid session to both in-person and online learners.

# BUILDING NETWORKS Classes

## PROFESSIONAL GROWTH, BUILDING LEADERS, AND DEVELOPING NEW SKILLS

Looking for ways to provide professional development opportunities to network group members? Working to develop a leadership pipeline? Check out these learning sessions from Straight for Equality and PFLAG National.

### Sharing Your Workplace Story to Create Change

**LEVEL: ALL LEVELS**

PFLAG National believes that when we share our personal stories, we transform the conversation about LGBTQ+ equality. And while everyone has a story to tell we're rarely taught to share our stories effectively. In this learning session participants will identify and develop their workplace stories about LGBTQ+ inclusion. They'll also have an opportunity to share their stories and receive peer feedback in a supportive environment. Session materials include a customized storytelling workbook.

#### CROSS-NETWORK OPPORTUNITY!

Interested in making this session a multi-ERG event, addressing multiple identities? We now offer a cross-network version of this workshop designed to highlight intersections and inspire collaborative efforts.

### DID YOU KNOW?

Life evolves. So does PFLAG National's work.

Looking for a session focused on breaking news, current events, or new legislative issues? Need to find ways to get conversations going on around social change? We'll develop and release additional sessions and learning opportunities throughout the year, so talk to us if you're looking for content to respond to emerging issues.

### Be Kind, Rewind: Recognizing Your Role in Building Inclusion

**LEVEL: ALL LEVELS**

Nonstop social media. Working from home. Political unrest. Baggage. And so many deadlines. While we may intend on being welcoming and inclusive, the impact of our actions often is not. In this session, we'll talk about how to build awareness for your behavior and the effect it may have on others and identify common places where biases and assumptions can lead to broken relationships. Then we'll talk through strategies for doing better—as individuals and organizations—as we move forward.



### Be Kind, Not Just Nice: Transforming Your Conversations

**LEVEL: INTERMEDIATE**

We all know the phrase, "If you don't have anything nice to say, don't say anything at all." But what do we do when others don't follow that rule and say things and act in ways that are unkind? What about when that lack of kindness impacts people and communities we care about, including our LGBTQ+ loved ones? What do we do when being kind means speaking up and not being so nice? Join the PFLAG National team to learn some of the skills you need to transform your conversations and stand by what you believe in without becoming unkind yourself.

*Be Kind, Rewind* is a prerequisite for this session.

“We’ve gotten great feedback from people who attended, and I know I was glued to the presentation the entire time. We can’t thank you enough for your time and candor in presenting on the subject of how our behaviors shape inclusive environments. You three are gems, and we treasure our relationship with PFLAG. Thanks again.”

### **When Someone Comes Out: Demonstrating Support and Acceptance**

The term “coming out” has become so mainstream that many people assume that the phrase—and the actions it entails—is simple when it is anything but. In this session, participants will learn about what it means to come out today. They will also find out about some of the ways that living authentically positively impacts various aspects of the lives of people who are LGBTQ+ and the power of supportive families, schools, workplaces, and communities.

### **Don’t Know Much About LGBTQ+ History? The Ultimate LGBTQ+ History and Culture Extravaganza**

Stonewall. Rainbow flags. Pink triangles. Lavender lambdas. Pink, blue, and white banners. Pride parades. Disco. Fire Island, WeHo, and Boy’s Town. Harvey, Audre, Marsha, Sylvester, and even Gaga. What does it all mean? In this session, participants will learn about what many of these symbols, events, and historical references mean—and the impact they continue to have on culture today.

### **When LGBTQ+ Past and Present Collide! How LGBTQ+ History Can Illuminate Today’s Challenges**

As the old saying goes, those who don’t know history are destined to repeat it. In this session, participants will examine key facts about LGBTQ+ history, closely examine key advocacy issues, and understand what history can tell us about the challenges and opportunities we currently face. We’ll also consider how the past

and LGBTQ+ leaders throughout history can inform the ways in which we take action and create change.

*Don’t Know Much About LGBTQ+ History* is a strongly suggested prerequisite for this session.

### **Re-Envisioning Pride: Finding Signs of Hope and Action in Tough Times**

**LEVEL: ADVANCED**

Change in moments of social and political turmoil can be difficult, even for the most seasoned ally. In this session, we’ll look at the challenges of allyship in tumultuous times. We’ll also discuss the signals of hope and progress that can help refocus efforts while looking at behavioral shifts that help people weather hard times, push through barriers to inclusion, and thrive as perfectly imperfect allies.

### **Employee Resource Groups Give Back: Engaging Leaders and Activating Volunteers**

**LEVEL: ALL LEVELS**

As employee resource groups grow and evolve, they often strive to establish themselves as a valued part of company culture. Many look for opportunities to engage new members, create community impact, and demonstrate a return on investment through leadership development and volunteering. Relying on PFLAG National’s nearly 50 years of working with grassroots organizers and volunteers, this session will help ERG leaders create inclusive internal and external volunteer opportunities, manage barriers that may keep employees from getting involved, and leverage the strengths of employees who would like to engage more.

# ELECTIVE Classes

## EXPANDING THE CONVERSATION, MAKING CONNECTIONS, REACHING NEW AUDIENCES

Feel like you're ready for something different? Looking for ways to grow your relationship with other network groups? These learning sessions are a great way to diversify your work. These sessions are appropriate for learners at all levels.

### Exclusive LGBTQ+ Legislative Issue Briefings

Many organizations are looking for ways to educate leadership and employees about what local, state and federal laws that impact the LGBTQ+ community mean for business and inclusion. PFLAG National—a nonpartisan organization—offers one-hour, workplace-appropriate issue overview briefings. Using PFLAG's inclusive, diverse, and education-focused approach, this session provides unique and timely learning opportunities for participants. Please note: Content for these briefings is dependent on current issues/events.

### Cultivating Respect: Stopping Bullying to Create Safer Schools

For many years, news reports have been filled with the tragic stories of young people being bullied and harassed in schools, and the terrible consequences many of them face when no one willingly speaks up. In this learning session, participants will learn about key research on bullying, cyberbullying, and harassment and discover accessible and tangible ways to be a part of the solution on personal, family, and institutional levels.

#### CROSS-NETWORK OPPORTUNITY!

School bullying is an issue that impacts all students. This session is a great opportunity to partner with other network groups to share learning space and expand the conversation. Talk to us for more information!

“Thank you so much for this. I especially loved the scenarios—it is helpful to practice these skills! This session is fantastic, a great option to recommend to our teams for growth purposes. The content was both informative and professional. Really appreciate you doing this work and promoting allyship!”

“I just wanted to take a moment to thank you once again for the presentation today—one of the best uses of an hour-long meeting I’ve had in a while! Wishing you all the best and thank you for the work you’re doing.”

### **From the Classroom to the Boardroom: Addressing Bullying Behaviors**

What happens when people who exhibit bullying behavior as youth grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. Participants will discuss the similarities—and differences—between school bullying and workplace intimidation. We’ll also discover what strategies schools are using to solve the issue and how those strategies can be adapted for the workplace. Finally, we’ll identify ways to mentor those impacted by bullying, prevent more people from bearing the brunt of bullying behavior and offer ways to model inclusive leadership at the personal and organizational levels.

“The presentation was excellent, thanks for making it interactive and engaging and compelling, WE HAD TONS OF POSITIVE FEEDBACK. We now need to translate that into action!”

### **PFLAG National Keynote Addresses**

Have a specific topic you’d like to discuss for an event? Looking for a speaker to kick things off? PFLAG National now offers keynote speakers on a wide variety of LGBTQ+ topics, from coming out to allyship, legislative agendas to LGBTQ+ culture.

For more information, please contact Mackenzie Harte (they/them) at [mharte@pflag.org](mailto:mharte@pflag.org).



### **HAVE AN IDEA FOR LEARNING AND ENGAGEMENT? NEED HELP IN MAKING IT A REALITY?**

Each year, the PFLAG National Learning & Inclusion team takes on a limited number of consulting projects. Interested in developing an ally-engagement program? Considering a self-ID campaign? Launching a pronoun initiative? Looking to embark on an LGBTQ+ marketing campaign? For more information, contact:

Jean-Marie Navetta (she/ella)  
*Director of Learning & Inclusion*

[jnavetta@pflag.org](mailto:jnavetta@pflag.org)

# PFLAG NATIONAL PARTNERSHIPS



## INVEST IN A 2023 PFLAG NATIONAL PARTNERSHIP

PFLAG National respects relationships, especially with our corporate philanthropic partners who frequently demonstrate courage through workplace inclusion and affirmation of people who are LGBTQ+ and their allies.

Investment in a PFLAG National Partnership affirms your corporate commitment to organizational *diversity and inclusion*, to engagement with individuals in the *essential work of culture change*, and to *high-level corporate visibility and leadership on LGBTQ+ acceptance*.

PFLAG National Partnerships support a full range of work that has a beneficial impact on LGBTQ+ inclusion in the workplace, schools, faith-based institutions, and communities. Packages are optimized to provide you with a single agreement and a single point of contact to ensure that your benefits are delivered and needs are always met. Partnerships can be customized to meet your organization's unique needs.

PFLAG National Partners receive a comprehensive collection of benefits that provide broad brand exposure to external audiences as well as key resources to help build your organization's inclusion efforts. A few of the key benefits of partnership include:

- **Brand Exposure to a National Audience:** Put your organization in front of the PFLAG Chapter Network of hundreds of chapters, and the 325,000+ members and supporters of PFLAG National, made up of LGBTQ+ people, their parents and family members, and allies.
- **The PFLAG National Partner Logo:** Show your employees, clients, and customers where you're focusing your support with the use of the PFLAG National Partner logo on your corporate materials.
- **Workplace Educational Sessions:** Take advantage of complimentary workplace educational sessions as one of many key National Partner benefits. Choose from more than 17 personalized learning options

outlined in this catalog. Following completion, organizations receive the 2023 Training Partner logo for use on materials to visibly demonstrate a commitment to LGBTQ+ workplace inclusion.

- **Custom DEI and Marketing Partnerships:** Engage with PFLAG National through a customized partnership that will help you meet your DEI or marketing objectives. Past partnerships include Verizon's #LoveCallsBack campaign featuring parents affirming their LGBTQ+ children, OREO's #ProudParent campaign featuring first-time ever Rainbow OREOs, and J.Crew's "Love First" t-shirt campaign featuring a Pride design worn by celebrity designers Nate Berkus and Jeremiah Brent, transgender activist Raquel Willis, TV host Maurice Harris, and Second Gentleman Doug Emhoff.
- **PFLAG National Events:** Attend exclusive virtual and in-person events such as our 50th Anniversary Gala in 2023 and the 2023 PFLAG National Convention with other PFLAG National Partners that celebrate a shared commitment to LGBTQ+ inclusion in the workplace and showcase the work of communities across the country through the PFLAG Chapter Network.

For additional information about partnership levels, benefits, and customized programs, please contact:

David Kinstley (he/him)  
Corporate Philanthropy Manager  
[dkinstley@pflag.org](mailto:dkinstley@pflag.org)  
(202) 683-4135

# BOOKING YOUR SESSION

## READY TO BECOME AN INCLUSION SUPERHERO AT YOUR ORGANIZATION?

Here's how to do it:

### Pick your session(s).

Choose the learning sessions that interest you and determine target dates for your event. You can find expanded descriptions for learning sessions at [straightforequality.org/workplacesessions](https://straightforequality.org/workplacesessions).

### Contact us.

Let's start the conversation. We'll assist you in finding the best learning session for your needs, and provide online session demos to help you understand the content. We can also provide details on session costs at this time. Contact:

Mackenzie Harte (they/them)  
*Learning and Inclusion Coordinator*  
[mharte@pflag.org](mailto:mharte@pflag.org)  
(202) 467-5411

### Book your session!

Ready to make it official? We strongly suggest booking a session a minimum of two months in advance to ensure that we'll be able to accommodate your request. (Please note that June and October will book up several months in advance, so plan early!) After your session date is confirmed, we'll schedule time to ensure that your session is customized to meet your unique needs and goals.

### Spread the word!

PFLAG's Straight for Equality team can assist you with ideas for promoting your event, suggest timelines, and provide easy-to-use customizable templates for flyers, posters, and email blasts to get great visibility for your sessions. Want to promote your work on social media? We can connect you with PFLAG National's Communications team to support your effort.

“We had 96% of participants say that the program content ‘helped me grow personally’ and when asked to weigh the value of the program versus the time spent to attend—  
**100% SAID IT WAS ‘DEFINITELY WORTH IT.’**”

## EXCITED? WANT TO LEARN EVEN MORE RIGHT NOW?

 [pflag.org](https://pflag.org) and [straightforequality.org](https://straightforequality.org)

 [/PFLAG and /S4Equality](https://www.facebook.com/PFLAGandS4Equality)

 [@pflag](https://twitter.com/pflag) and [@S4Equality](https://twitter.com/S4Equality)

 [linkedin.com/company/PFLAG-S4Equality](https://www.linkedin.com/company/PFLAG-S4Equality)

“This training provided more insight and education in one hour than in my entire engineering and IT educational/academic career.”



## **Straight for Equality**

*A program of PFLAG National*

1625 K Street NW, Suite 700  
Washington, DC 20006

(202) 467-8180

[pflag.org](http://pflag.org)