



Be Kind, Rewind: Recognizing Your Role in Building Inclusion

Background:

Nonstop social media. Quarantine. Political unrest. Baggage. And so many deadlines.

Nearly everyone strives to be a more inclusive, kind team member, but getting it right is rarely easy. We are all products of our upbringing, environments, biases (known and unknown), and daily stressors. And 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 we move forward. Finally, we'll share resources so you, your employee resource group, and company can continue working towards building welcoming, inclusive, and kind environments for all employees and stakeholders.

Content Overview:

Leveraging PFLAG's nearly five decades of years of experience as the nation's original ally organization, this session will:

- Investigate what's happening in the world right now and how exclusion and unkindness can show up in the workplace for individuals that hold marginalized identities.
- Consider some of the ways that good, well-intentioned people sometimes do not so good things when it comes to creating welcoming and inclusive spaces and the reasons that happens (to all of us).
- Discuss individual and organization-level changes we can make to build kind, inclusive spaces for our colleagues, customers, and stakeholders.
- Talk together about what comes next because this is just the start of this conversation and the work we need to do to create welcoming and inclusive spaces.

Recommended Session Length:	60 minutes (online)
Target Audience:	General audience, no prior knowledge of LGBTQ+ issues required. <i>Please note that this session is not exclusively focused on LGBTQ+ identities.</i>
Participant Materials:	Online resource page with custom URL (e.g., straightforequality.org/yourorg-bekind).
Additional Information:	As of January 2022, this session is only available in an online format. For more information on in-person sessions, please speak with a PFLAG representative.

For more information on this session, contact Mackenzie Harte (they/them), Learning & Inclusion Coordinator, by e-mailing mharte@pflag.org or calling (202) 467-5411.