From the Classroom to the Boardroom: Addressing Bullying Behaviors

Background:

Youth who identify as LGBTQ+ experience verbal, physical, social, and cyber bullying at alarming rates in schools across the US. That experience impacts a student's sense of safety and belonging, leads to lower achievement, and increases the likelihood of risky behavior. But what happens to people who exhibit bullying behavior as youth when they grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. And employees who identify as LGBTQ+ are often the targets for exclusionary behavior, intimidation, discrimination and harassment.

Join Straight for Equality (a program of PFLAG National) to discuss the similarities—and differences—between schoolyard bullying and experiences in the workplace. Participants will learn about strategies that are being used in schools to prevent and stop bullying and how they may be adapted for the workplace. They will also consider ways to identify and mentor employees who report these experiences and put learnings to work to prepare individuals to become agents of inclusion in their workplaces.

Content Overview:

- Review PFLAG National's background and expertise working with parents, educators, and school personnel to minimize the negative experiences of youth who identify as LGBTQ+

- Clarify how the term bullying may not be appropriate when discussing exclusionary behaviors in the workplace and suggest new language to help address the issues that employees who identify as LGBTQ+ face

- Compare and contrast what research teaches us about bullying and harassment in schools and what we know about the impacts of an unwelcoming workplace culture

- Consider the strategies, resources, and tools used by parents and teachers to address bullying and schools and adapt them in order to create more inclusive workplace environments

- Learn about student-led programs that really work to create more inclusive spaces for LGBTQ+ youth and how employee resource groups can develop similar programs and organization-level changes

Recommended Session Length:	90 minutes (in-person), 60 minutes online
Target Audience:	General audience
Participant Materials:	Handout, online resource page
Additional Information:	A cross-network version of this workshop, designed to highlight intersections and inspire collaborative efforts, is available.

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