



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

Background:

In the workplace, straight and cisgender allies are often some of the most visible and vocal advocates for LGBTQ+ equality. People who are LGBTQ+ recognize their power as allies to less visible and marginalized parts of the community. However, being one of these unexpected – and often less immediately visible – messengers for inclusion in the workplace is not without its own challenges.

Allies, no matter how they identify, need to feel empowered to effectively communicate why they're allies and what allyship means for them. Many are also looking for ways to create conversation about LGBTQ+ equality without getting too political, especially at work. Most importantly, allies are looking for ways to navigate conflict and know how to turn pushback into an opportunity for starting transformative conversations.

Whether you're an ally who is just starting their journey, an ally who has a long history of supporting inclusion efforts, or an LGBTQ+ person looking for ways to grown your own ally skills or help empower your allies – we've got answers.

Content Overview:

- Review the PFLAG and Straight for Equality basics, emphasizing the journey that many allies, no matter how they identify, take to be visible, vocal, and engaged advocates for their colleagues who are LGBTQ+
- Look at research detailing the power of these “unexpected messengers” to create culture change as a call to action for allies who aren't sure if their voice really matters
- Address and overcome common challenges that allies at work encounter the most, including how to:
 - Self-identity as an ally and use that as a great tool for change;
 - Develop strategies to create conversations and teaching moments;
 - Find ways to turn moments of conflict into great conversation; and
 - Connect with resources that will help allies increase their visibility at work and feel more confident in their role as a vocal advocate for LGBTQ+ equality.

Recommended Session Length:	90 minutes (in-person), 60 minutes (online)
Target Audience:	Self-identified allies, LGBTQ+ people who want to learn more about how to support allies no matter where they are on their journey
Participant Materials:	<i>the guide to being a straight ally</i> (fourth edition), “I’m an ally because...” postcard, “I need an ally because...” postcard, and online resource page
Additional Information:	This is an advanced version of “Want to be an Ally (Or Help One Out?). That session is a strongly suggested prerequisite for this course. Straight for Equality team can provide support to use “I’m an ally because...” postcards as part of internal ally engagement campaign.

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.

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