



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

### Background:

Identifying as an ally is an important step in becoming an advocate for LGBTQ+ inclusion and equality. Unfortunately, *feeling* allyship doesn't do much to transform the people and the environments around us. And research shows that while overwhelming majorities of people identify as allies to the LGBTQ+ community, many have never taken action to demonstrate their support for their colleagues or friends.

Learning how to be a an active ally is at the heart of what it really means to be committed to creating change. The best allies around know how important it is to model the behavior they hope to see in others. They also know it isn't always easy. Sometimes even the most dedicated ally to the LGBTQ+ community can run in to situations where they're not sure how to react or what to do. PFLAG's Straight for Equality program is here to help with an interactive learning session focused on how to build ally skills and be a more confidently active than ever.

### Content Overview:

In this session, participants will:

- Review Straight for Equality's ally spectrum, the journey that many new allies take, and understand the ways in which the advanced allies' journey looks different.
- Identify guidelines and great practices for advanced allies who want to be visible, vocal, and engaged in their communities and show support for their colleagues, friends, and loved ones who identify as LGBTQ+.
- Develop strategies for avoiding conflict, creating conversations with colleagues about LGBTQ+ equality, and moving away from those dreaded dead-end debates.
- Work out how they'd navigate some common (but tough) scenarios that allies often face in the workplace – and learn how others do it, too.
- Continue to build their ally toolbox to help them engage and educate people they know.

<b>Session Length:</b>	90 minutes (in-person), 60 minutes (online)
<b>Target Audience:</b>	Advanced audience with core LGBTQ+ knowledge, an understanding of what allyship is, and why diversity and inclusion are important in the workplace.
<b>Participant Materials:</b>	Handout, online resource page
<b>Additional Information:</b>	For in-person sessions, this session is only available in a 90-minute format. "Want to be an Ally (Or Help One Out)?: Straight for Equality in the Workplace" is <b>strongly encouraged</b> as a prerequisite for this session. Scenarios considered during this learning session will be developed, customized, and selected in consultation with event planners.

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