



## Straight for Equality in the Workplace – What the Plus?: Understanding and Supporting Expansive

### Background:

As conversations about sexual orientation, gender identity, and gender expression evolve and employees feel empowered to own less commonly understood identities – it can create challenges for companies who strive to create welcoming and inclusive workplace culture. That’s why education around what it means to hold often ignored, less visible, identities that make up “the plus” in LGBTQ+ is so important. Knowing how to support employees and how to demonstrate allyship is a necessary part of diversity and inclusion efforts for corporations.

This learning session provides key learning on terminology, how to demonstrate allyship, and create spaces and develop programs that are more inclusive for everyone. Finally, this learning session will help employees and network groups learn about resources created for and organizations led by individuals and communities with identities that are a part of “the +” so they can continue their education journey.

### Content Overview:

- Review some of the identities that are often considered to be a part of “the +” including nonbinary, Two-Spirit, bisexual, pansexual asexual, aromantic, and intersex as well as how individuals with those identities are in need of support in the workplace;
- Discuss ways we can all, regardless of how we identify, can demonstrate allyship to individuals who hold these, sometimes invisible, identities;
- Consider ways to develop meaningful and effective [ERG] programming focused on these, often underserved, identities, and;
- Get connected with organizations led by, and resources created for, individuals and communities with identities that are a part of “the +”

<b>Recommended 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>	Online resource page with custom URL
<b>Additional Information:</b>	“Want to be an Ally: Straight for Equality in the Workplace” and “Straight for Equality in the Workplace: Becoming a Trans Ally and Going Beyond the Binary” are both strongly suggested as prerequisites for this course.

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