



## When Someone Comes Out: Demonstrating Support and Acceptance

### Background:

The term “coming out” has become so mainstream that many people assume that the word—and the actions it entails—are simple. However, in spite of the progress made in acceptance for people who identify as LGBTQ+, the process can still be harrowing, especially at work.

In this session, participants will learn about what it means to come out, invite others in, and to disclose your sexual orientation and/or gender identity today. They will also find out about some of the ways that living authentically positively affects people who are LGBTQ+ in various aspects of their lives. They will get access to data and research that demonstrates the power and impact of supportive families, schools, workplaces, and communities. We’ll share recommendations for individuals who are planning to come out at work, as well as for allies who want to do all that they can to celebrate and support family, friends, and/or coworkers that have recently come out as LGBTQ+.

### Content Overview:

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

- Review LGBTQ+ terminology related to sexual orientation, gender identity, and gender expression as well as coming out, inviting in, and disclosure
- Learn about some of the positive impacts that living authentically can have for people who are LGBTQ+
- Discuss the power that supportive families, allies, and communities can have to create change for their LGBTQ+ loved ones
- Get guidance on what to think about if you’re planning on coming out.
- Share ways that allies can demonstrate their support and celebrate friends, colleagues, and family who identify as LGBTQ+
- Provide resources from PFLAG National and partner organizations

<b>Recommended Session Length:</b>	60 minutes (in-person, online)
<b>Target Audience:</b>	General audience, no prior knowledge of LGBTQ+ issues required.
<b>Participant Materials:</b>	<i>Our Children</i> (English and Spanish editions), online resource page
<b>Additional Information:</b>	Customized learning options available for youth-serving professionals.

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.