



**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” 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 (as well as terms and comments to avoid), how to demonstrate allyship, and create spaces that are more inclusive for individuals with identities that commonly make up “the plus” in LGBTQ+. 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 +.”

**Content Overview:**

- Review some of the identities that are often considered to be a part of “the +” including intersex, nonbinary, Two-Spirit, bi+, asexual, and aromantic 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>	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 (e.g., <a href="https://straightforequality.org/yourorg-bekind">straightforequality.org/yourorg-bekind</a> ).
<b>Additional Information:</b>	As of March 2021, this session is only available in an online format. For more information on in-person sessions, please speak with a PFLAG representative.

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing [jhenkel@pflag.org](mailto:jhenkel@pflag.org) or call (202) 657-6998.