



It's Not About Counting Heads: Creating Truly Inclusive Network Groups

Background:

It's been said that diversity isn't about counting heads, but about making heads count. Creating an LGBTQ+ network group-based diversity engagement strategy that accomplishes this goal isn't always easy, but the benefits are tremendous. Culturally-inclusive LGBTQ+ ERGs are able to better serve organizations and provide support to less visible populations. Network groups that create partnerships yield great educational opportunities, help to dispel stereotypes, and develop more inclusive workplace culture. Participants will learn about why inclusion of people and communities of color is so important to LGBTQ+ network group work and the role that people who are LGBTQ+ can play as allies to people of color. Participants will also compare and contrast the concepts of diversity and inclusion in the workplace and take on some of the biggest challenges around inclusion efforts. There will also be an opportunity to brainstorm program ideas, learn from other participants, and develop the tools to start boosting inclusion in network groups.

Content Overview:

- Examine the complex realities faced by people of color who identify as LGBTQ+ in the United States today with a brief look a review of data on demographics and economic disparities as well as modern movements for racial justice
- Consider the impact that personal, informational, and operational challenges have on our ability to create network groups that are truly inclusive to LGBTQ+ people of color in the workplace
- Discuss what it means to be an ally to people and communities of color and the ways that network groups can make changes to create more inclusive space
- Gain access to great resources, materials, and tools to help network groups get started on the journey to create a more diverse and inclusive engagement strategies

Recommended Session Length:	90 minutes
Target Audience:	Network group leaders and advocates
Participant Materials:	Handouts, online resource page
Additional Information:	For in-person sessions, this session is only available in a 90 minute format. This learning session is available in an interactive 60 minutes webinar format This session requires pre-workshop consulting time to understand your organization's goals, history, and programs. Please schedule a minimum of one month in advance so PFLAG can deliver a responsive, personalized session.

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing jhenkel@pflag.org or call (202) 467-8180 ext. 210.