

2027

STRAIGHT FOR EQUALITY IN THE WORKPLACE
LEARNING SESSION CATALOG



PFLAG NATIONAL LEARNING SESSIONS

Straight for Equality™ turns 20 this year! And we still want to be with you every step of the way as you create workplaces where LGBTQ+ people are treated with kindness and respect. When you bring a learning session from PFLAG National to your organization, you'll benefit from two decades of experience from the moment you book your session through your post-workshop consultation.

Before your learning session, you'll receive:

- ♥ Information about in-person, online, and hybrid learning options;
- ♥ Assistance in selecting the session that fits your organization's needs;
- ♥ Two hours of pre-session planning with PFLAG National staff; and
- ♥ Customizable marketing materials to promote your event and generate excitement for your session.

During your learning session, you'll receive:

- ♥ An interactive 60-90 minute learning experience with PFLAG National's workplace instructors;

- ♥ A custom webpage with links to all participant materials; and
- ♥ Specific, accessible action items for participants to increase LGBTQ+ inclusion in your organization.

After your learning session, you'll receive (all optional):

- ♥ A confidential one-hour debrief;
- ♥ Use of the PFLAG National/Straight for Equality Learning Session Partner Logo to visibly demonstrate your organization's commitment to LGBTQ+ inclusion at work; and
- ♥ Support with elevating your commitment to LGBTQ+ equality as a PFLAG National/Straight for Equality Learning Partner on your social media channels.

Learn even more!

Want to learn more about being an active ally to people who are LGBTQ+? Looking for specific advice to celebrate and affirm your trans and nonbinary friends, family, neighbors, and colleagues? Check out PFLAG's *"Guide to Being an Ally to LGBTQ+ People"* and *"Guide to Being an Ally to Trans and Nonbinary People."* Both are available in both English and Spanish at pflag.org/publications.

PFLAG

The incredibly detailed honest forthright completely blunt shockingly simple wonderfully helpful and witty exposition on a topic that people often have questions about but really shouldn't because this compelling open and straight to the point (pun completely intended) little publication will demystify the secret world of LGBTQ+ people and be your tried and trusted

Guide to Being an Ally to LGBTQ+ People

PFLAG

the incredibly detailed honest forthright completely blunt wonderfully helpful and witty exposition on a topic that makes some people stress because they didn't they understood it as much as they thought they'd soon be ready to talk because this compelling and transformative (pun completely intended) little publication will answer lots of questions and start to demystify the not at all secret world of people who are transgender and nonbinary and become your tried and trusted

guide to being an ally to trans and nonbinary people

Online or in person?

PFLAG National is here to support your efforts no matter how you'd like to deliver your learning session.

- ♥ A member of the Learning & Inclusion staff can join you on-site for an in-person event.
- ♥ We can present live, interactive webinars and can work on all major meeting platforms.
- ♥ We can support hybrid events that will ensure your employees have the best experience possible, regardless of how they join.



We especially appreciated how approachable and practical you made the information, while also encouraging continued learning and growth. The resources you shared and your invitation for attendees to reach out with additional questions truly reflected the allyship and community you continuously emphasized.

PRICING

- **Webinar or Hybrid Event (no travel required): \$4,000.00**
- **In-Person or Hybrid Event (travel required): \$5,000.00 – \$5,500.00***

All Straight for Equality in the Workplace events may be recorded and shared with employees for a period of six months.

PFLAG National offers a number of discounts for Straight for Equality in the Workplace events for first-time clients, multiple session bookings, and nonprofit/governmental organizations.

Contact training@pflag.org to learn more!

**Price is contingent on travel expenses for one member of the PFLAG National staff. Travel includes ground transportation, coach airfare, one-hotel night, meals, & incidentals. Receipts can be provided upon request.*

PFLAG NATIONAL PHILANTHROPIC PARTNERSHIPS

Did You Know?

PFLAG National's Philanthropic Partners receive Straight for Equality in the Workplace learning sessions as a benefit of partnership.

For additional information about partnership levels, benefits, and customized programs, please contact give@pflag.org.

Events that require travel are available at no additional cost to partners at the Leader level and above.

Partners at the Advocate, Ally, and Friend levels will be invoiced for a travel stipend of up to \$1,500.00.



What an amazing session yesterday. I appreciate your openness to incorporate our feedback, the seamless hand offs, and the fabulous historical banter. So far, 100% of the participants who completed the survey felt the workshop was useful and relevant and also found the session to be engaging and thought-provoking!



Visit straightforequality.org/workplace to read extended descriptions for all sessions.

Inviting, Educating, And Engaging Allies

Looking to effectively find and engage allies in the workplace? Already have allies in the room and trying to get them more involved? The following learning sessions are designed to boost engagement with your network group and to encourage allies to grow their skills.

Want to Be an Ally (or Help One Out)? Foundational Ally Skills

LEVEL: ALL LEVELS

In this session, participants will learn the LGBTQ+ basics, talk about barriers to expressing support, and consider behaviors they can put into practice every day to be a more visible, vocal, and active ally.

So What's Next? Developing Advanced Ally Skills

LEVEL: BEGINNER TO INTERMEDIATE

In this session, participants will learn how to fill the gap between feeling like an ally to being a visible, vocal, and active ally by considering three common challenges people face as they engage in conversations about LGBTQ+ inclusion.

What Would You Do? Being an Active Ally in Tough Situations

LEVEL: INTERMEDIATE TO ADVANCED

In this session participants will learn even more behaviors they can put into practice to be a visible and vocal ally that is creating conversations about LGBTQ+ equality and navigating common conflicts with ease.



*You all were FABULOUS!
Thank you for your time,
energy and commitment
to our evolution of being an
environment of belonging.*



When Someone Comes Out: Demonstrating Support and Acceptance

LEVEL: ALL LEVELS

In this session, participants will learn more about coming out, inviting in, and disclosure and how doing so in safe and supportive communities benefits LGBTQ+ people.

Celebrate and Affirm: Being a Supportive Parent and Caregiver

LEVEL: ALL LEVELS

In this session participants will go beyond the basics so that they can love and support their LGBTQ+ loved ones, address common concerns that parents and caregivers have, and start taking action to protect LGBTQ+ people from harm.



A big THANK YOU! The session was well received and we had good participation from the attendees. We greatly appreciate the time it took to travel to Philadelphia and spend some extra time with our team after the session. We look forward to more opportunities to partner PFLAG.



Going Beyond the Basics to Meet Community Needs

Does your network group have the basics covered? Are you hearing that people want to know more about a particular identity? The following sessions are designed to provide guidance to network group members that want to show up in more specific and meaningful ways to create spaces where everyone feels as if they are being treated with kindness and respect.

What the +? Understanding and Supporting Expansive LGBTQ+ Identities

LEVEL: INTERMEDIATE TO ADVANCED

In this session, participants will learn more about the “+” in LGBTQ+ (including intersex, nonbinary, bisexual+, asexual, and aromantic) by considering terminology, unique experiences, ally behaviors, and where to learn more.

NEW! Being a Lesbian Ally: Understanding and Uplifting Queer Women

LEVEL: INTERMEDIATE

In this session, participants will learn more about the sapphic community, the ways that gender, race, class, ability, and other aspects of identity impact lesbians and queer women, and what we can all do to celebrate their experiences and support their communities.

Being a Bi+ Ally: Don't Let Things Fall Bi The Wayside

LEVEL: INTERMEDIATE

In this session, participants will learn more about people who are bisexual+, the challenges they face, and consider questions that will help them become more visible, vocal, and active allies.

Being an Advanced Bi+ Ally: Absolutely Queer Enough

LEVEL: ADVANCED

In this session, participants will learn how to dispel common myths and stereotypes about bisexual+ people and to be a better advocate for the bi+ community.



Thank you so much for the wonderful workshop today! You are both incredible presenters, your ability to make these topics feel comfortable and easy to understand really set the session up for success. I've already received rave reviews from the team! I really look forward to partnering with you again in the future.



Being an Asexual and Aromantic Ally: You Can't Fix What's Not Broken

LEVEL: INTERMEDIATE

In this session, participants will learn more about the split-attraction model to understand and affirm the experiences of people who are asexual and/or aromantic with more compassion and care.

Being a Trans and Nonbinary Ally: Going Beyond the Binary

LEVEL: ALL LEVELS

In this session, participants will learn the trans and nonbinary basics, gain an understanding of the current landscape, and consider behaviors they can put into practice every day to be a more visible, vocal, and active ally.



Visit straightforequality.org/workplace to read extended descriptions for all sessions.

Supporting Professional Growth and Creating New Leaders

Looking for ways to provide professional development opportunities for LGBTQ+ employees and network group members? Working to develop a leadership pipeline for your network group? The following sessions are designed to support new and existing network group members and help them build the skills they need to be strong advocates for psychological safety and a sense of belonging at work.

Be Kind, Rewind: Recognizing Your Role in Building Inclusion

LEVEL: ALL LEVELS

In this session, participants will reflect on the many ways people are treated differently because of some aspect of their identity, the role that we all play, and what we can do-at the individual and organizational level-to create kinder spaces.

This session is most effective when it is offered as a learning opportunity for multiple network groups.

Be Kind, Not Just Nice: Transforming Your Conversations

LEVEL: INTERMEDIATE

In this session, participants will learn some of the skills they need to take on difficult conversations in various aspects of their lives and determine when those conversations have potential for growth/progress/development/empathy/etc.

This session is most effective when it is offered as a learning opportunity for multiple network groups.

Be Kind, Even When It's Tough

LEVEL: ADVANCED

In this session, participants will consider nuanced, real-world scenarios where kindness, humor, and staying calm can be deeply transformative. They will also learn how to counter common bad-faith arguments.

Don't Know Much About LGBTQ+ History? Start Here!

LEVEL: ALL LEVELS

In this session, participants will learn more about many of the people, places, things, and moments in time that continue to impact the way we talk about LGBTQ+ identity today.

When Past & Present Collide: Illuminating LGBTQ+ Stories of Yesterday, Today, and Tomorrow

LEVEL: INTERMEDIATE TO ADVANCED

In this session, participants will expand what they know about LGBTQ+ history and consider what we can learn from the past to inform the advocacy work that is needed to protect the LGBTQ+ community today.

Sharing Your Workplace Story to Create Change

LEVEL: ALL LEVELS

In this session, participants will identify and craft their own, personal, workplace stories about LGBTQ+ inclusion and develop skills to share those stories in different spaces.

This is a working session and is most effective when it is offered as a learning opportunity for multiple network groups.

PFLAG National is a registered 501(c)(3) with the IRS. Any information about current events or personal advocacy included in Straight for Equality in the Workplace learning sessions will abide by all applicable rules and regulations.

Looking for something more specific?

Have a large number of hourly employees? Need content that is specific to your industry? Has the way your organization talks about this sort of work changed? Reach out to training@pflag.org to learn more about how PFLAG can customize, adapt, and update the work that we do to meet your company's needs.

PFLAG National also offers keynote speakers, panel moderators, and panelists on a wide variety of LGBTQ+ topics.

We'd love to hear from you!



Launching a pronoun campaign at your organization?

PFLAG National now offers a 30-minute session to equip a team of volunteer "Pronoun Ambassadors" with the information they need to support an internal pronoun campaign. For more information, please contact training@pflag.org.

* "Want to be a Trans and Nonbinary Ally?" is a strongly suggested companion to this session.



ERG Leadership Development

PFLAG National also offers ERG leadership learning sessions. Based on 50+ years of experience working with volunteer chapter leaders across the country, this includes workshops on developing an ally engagement strategy, engaging new network group members and leaders, and giving back to your community. For more information please contact training@pflag.org.

Creating Pride in Families

Are you thinking about launching a support group for the parents, families, and caregivers of LGBTQ+ people at your organization?

Visit creatingpride.pflag.org to access resources that will help ERG members host and facilitate safe and effective meetings.



Visit straightforequality.org/workplace to read extended descriptions for all sessions.

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