



workplace learning catalog



More than a decade ago, PFLAG National launched the Straight for Equality™ program by asking a simple question:

WHAT WOULD HAPPEN IF WE HAD OUR CONVERSATIONS ABOUT WHY EQUALITY MATTERS, IN A NEW WAY?

We had a theory: If we could change the way we talk about inclusion, we'd have the chance to start engaging a lot more people in the discussion. The opportunities are everywhere—in the U.S., 8 in 10 people say that they personally know someone who is lesbian or gay, while about 42% of people know someone who is transgender.

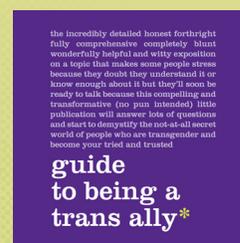
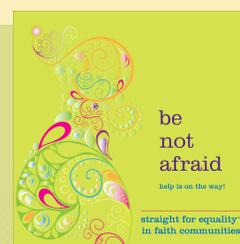
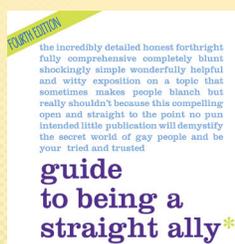
If we could transform the way we empower people to discuss the issue (and shift how those conversations sound), there would be an opportunity to start reaching each and every one of those individuals and engage them to create real culture change.

PFLAG National's Straight for Equality program is doing this by providing ways to *invite*, *educate*, and *engage* new people into this conversation. We're making the case that achieving equality for people who are lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) is an effort for all of us and—more importantly—we're showing people how to do it.

Straight for Equality has radically shifted perceptions. Instead of focusing on politics and debates, we focus on helping people understand their personal journeys and find their unique, individual, and diverse voices to speak up for LGBTQ+ friends, family, and colleagues.

Since Straight for Equality began, the conversation has happened everywhere:

- In the **workplace**, we've worked with more than 225 organizations in the private and nonprofit sectors as well as with government agencies to engage allies in creating inclusive environments where the everyday experiences of LGBTQ+ people can live up to the policies created to ensure equal treatment and opportunity.
- Among **people of faith**, we're shifting the discussion away from polarizing extremes to common-ground conversations.
- Through our network of **nearly 400 PFLAG chapters**, we're changing how allies in local communities understand equality.
- Our **four signature publications**, designed specifically for allies, help make these conversations possible in a fun and accessible way. More than 400,000 Straight for Equality publications have been distributed...and, even after 14 years, we're not done yet.
- We have taken our **Something to Talk About** series live each week to a national audience. Broadcast simultaneously via Facebook, Twitter, LinkedIn, and YouTube, we host conversations with leading experts on LGBTQ+ issues, intersectionality, diversity, inclusion, and more. Go to straightforequality.org/discussionseries to get details.



the benefits of learning with PFLAG National

PFLAG EDUCATIONAL SESSIONS: SO MUCH MORE THAN “TRAINING”

Creating an inclusive workplace is a big project, and PFLAG National is with you every step of the way to supercharge your efforts. Bringing a PFLAG National/Straight for Equality learning session to your organization provides you with much more than just a basic “training.” Instead, you get an interactive, supported learning experience from the moment you book your session through your post-workshop consultation.

Before your learning session, you’ll receive:

- Assistance in selecting a workshop that is right for your organization’s needs.
- Information about in-person, online, and hybrid learning options.
- Flexible scheduling based on instructor availability.
- Two hours of pre-session planning with PFLAG National staff to tailor the presentation to meet your organization’s goals.
- Assistance with promoting your event including messaging guidance, customizable marketing materials, and social media content to generate excitement for your session.

During your learning session, you’ll receive:

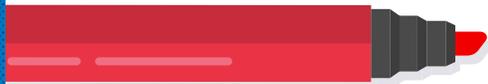
- An interactive 60-90 minute learning event with PFLAG National’s workplace instructors. For online sessions, you’ll also receive support from a PFLAG National staff member to facilitate live chat with participants and post-session question and answer time.
- PFLAG’s Straight for Equality in the Workplace materials for up to 75 in-person participants (additional copies available for a minimal charge); for online and web broadcast sessions, a custom webpage with links to all participant materials.
- Specific, accessible action items for participants to increase LGBTQ+ inclusion in your organization.

After your learning session, you’ll receive:

- Confidential one-hour assessment and observations from PFLAG National’s workplace instructor on the learning experience, potential areas for additional focus, and help mapping next-step activities.
- Use of the Straight for Equality Learning Partner Logo for one year to visibly demonstrate your organization’s commitment to LGBTQ+ inclusion at work.
- Assistance with sharing information about being a Straight for Equality Learning Partner on social media channels.



Looking for assistance in shaping your engagement and education programs? Interested in developing a special project with the guidance of PFLAG National? Check out page 9 for more information on our consulting services.



ally development

CLASSES

INVITING, EDUCATING, AND ENGAGING ALLIES: STRAIGHT FOR EQUALITY SIGNATURE PROGRAMS

Looking to effectively find and engage allies in the workplace? Already have allies in the room but trying to get them more active with learning opportunities?

Here's where to start. Visit straightforequality.org/workplace to read expanded descriptions for all learning sessions.

Want to Be an Ally (or Help One Out)?: Straight for Equality in the Workplace

LEVEL: BEGINNER TO INTERMEDIATE

Corporations are leading the way in creating policies and programs that ensure equality for LGBTQ+ people. But research shows that roughly half of LGBTQ+ adults still remain closeted at work. The problem is often in workplace culture, and the solution lies in supportive allies becoming more visible and engaged. In this session, participants (whether LGBTQ+ or not) will find out why this issue is relevant at work. They'll learn the ways to reframe who allies are and the power they have to create change. We'll also provide space to honestly discuss the barriers that allies face in expressing support in the workplace. Finally, participants will get new strategies and tools needed to help allies break through the barriers and be part of creating real inclusion.

I'm Not LGBTQ+...Not That There's Anything Wrong with That: Advanced Ally Skills

LEVEL: INTERMEDIATE TO ADVANCED

As allies want to become more engaged, they need support in their efforts to learn and do more, whether at work or at home. Self-identified allies often find themselves faced with common challenges to expressing support for their LGBTQ+ family, friends, and colleagues that may leave them less likely to speak up. In this session, participants will learn about the progress allies are creating and identify the barriers to more advanced support. They'll find out how to transform the reason they're an ally (or need one) into their case for inclusion using their personal story, get

effective strategies to take on the more advanced issues, understand how to transform conflict into opportunity, and put their skills to work.

Want to Be an Ally is a strongly suggested prerequisite for this session.

What Would You Do?: The Advanced Ally's Guide to Being Active in Tough Situations

LEVEL: ADVANCED

So you're an ally. You're out there. People know what your values are. You're starting conversations and educating people. And yet, navigating different kinds of conflict in interactions remains a challenge. This session for advanced, self-identified allies, takes that issue on and leads participants in a skill-building experience to fine-tune their ally engagement skills and develop the resources needed to take on the tough and tricky world of difficult situations. Participants will compare and contrast the initial ally journey with the advanced ally journey, explore the key habits and behaviors of advanced allies, and learn skills to turn conflict into paths for communication and understanding. This customized, scenario-based session features opportunities for participants to apply what they've learned to real-world situations and share their unique strategies for transforming allyship from good to great.

CUSTOMIZABLE CONTENT AVAILABLE!

Are there scenarios that you'd like to teach people to navigate? Are there issues that frequently arise and you want to help teams be more effective in their responses? PFLAG can help develop custom scenarios to create transformative learning moments.

Straight for Equality in the Workplace: Becoming a Trans Ally and Going Beyond the Binary

LEVEL: INTERMEDIATE TO ADVANCED

While the acronym “LGBTQ+” is frequently used to reflect a diverse community, the issues faced by each group in the acronym are very different. People who are transgender and nonbinary report higher rates of discrimination at work than gay and lesbian individuals, and the level of understanding of transgender issues is often low. This learning session applies the unique Straight for Equality approach to focus on the important educational building blocks necessary to create allies to the trans and nonbinary community. Participants start by understanding and contextualizing key terminology. They’ll learn more about the role that gender stereotypes play in bias against people who are trans and nonbinary, and find out about research that demonstrates the widespread harms of this bias. We’ll also discuss pronouns, how to use them, and what to do when people resist. Most importantly, participants will learn how to be better allies through basic transgender and nonbinary etiquette and practices.

ADVANCED VERSION AVAILABLE!

Have you covered the basics and feel it’s ready to refresh knowledge and put people’s skills to work? Talk to us about offering an advanced version of this session that includes opportunities for participants to navigate real-world scenarios as allies.

Straight for Equality in the Workplace: What the +?: Understanding and Supporting Expansive LGBTQ+ Identities

LEVEL: BEGINNER TO INTERMEDIATE

Lesbian. Gay. Bisexual. Transgender. Queer. Simple, right?

Not for everyone. As allies become more engaged in LGBTQ+ spaces and advocacy, they often have questions when conversations focus on “the plus”—in other words, individuals and communities with identities that go beyond the LGBTQ basics. What words should allies know—and how and when should they be used? What does it mean to provide support to people with less visible and more marginalized identities in the LGBTQ+ space? And how should allies remain on a learning journey while also not

ONLINE OR IN PERSON?

For many organizations, determining whether a presentation should be in person or online remains a rapidly-evolving discussion. PFLAG is here to support your efforts no matter how you’d like to deliver a learning session. Looking to go online? We have more than a decade of experience in presenting online interactive sessions and can work on all major meeting platforms. Want to meet in person? Check with our team about current availability. Need a little of both? Let us know and we can work with you to develop a plan to present a hybrid session to both in-person and online learners.

requiring those they support to provide all of their education? In this session, we’ll spend time discussing what the + after LGBTQ+ encompasses, how to understand the basics of more expansive identities, where to learn more about these communities to better conceptualize support, and how to navigate the path to remaining an effective ally in an evolving community. Whether you’re not a member of the LGBTQ+ community or a person who is LGBTQ+ looking to understand and serve as an ally to others in this space, this session will get you started and ready for conversations.



Bi+ 101: How To Not Let Things Fall Bi The Wayside

LEVEL: INTERMEDIATE

As allies become increasingly educated about the LGBTQ+ community and feel more comfortable taking on advocacy roles in the workplace, there is still an unfortunate lack of representation and understanding of the bisexual+ community. Statistics show that over 50% of the LGBTQ+ community identifies as bisexual+, including identities such as pansexual, fluid, omnisexual, queer, and more, and younger people are more likely to identify in this community. Learn more about the bisexual+ community, why it’s so important to understand and respect bi+ people, and some tools to be a great bi+ ally and ensure your workplace is as inclusive as possible.



building networks

CLASSES

PROFESSIONAL GROWTH, BUILDING LEADERS, AND DEVELOPING NEW SKILLS

Looking for ways to provide professional development opportunities to network group members? Working to develop a leadership pipeline? Check out these learning sessions from Straight for Equality and PFLAG National.

Thinking Strategically: Developing (and Growing) Your Ally Strategy

LEVEL: ALL LEVELS

In the 15 years since the launch of PFLAG’s Straight for Equality program, the concept of ally engagement in the workplace has become a core tenet of inclusion programs. Still, “engaging allies” is easier said than effectively done. In this session—*designed for network group leaders and advocates*—we’ll discuss the path that led PFLAG National to develop its ally engagement strategy, share key lessons about real inclusion and engagement learned along the way, and focus on turning a theory of change into an effective program. Then participants will be led through activities to develop (and fine tune) their ally engagement strategies to ensure that the work is intentional, focused, intersectional, and effective. People will leave with a blueprint for changing hearts and minds at work.

CROSS-NETWORK OPPORTUNITY!

This session can be personalized to engage multiple network groups in an effort to develop intersectional ally efforts. Contact us for more information!

Re-Envisioning Pride: Finding Signs of Hope and Action in Tough Times

LEVEL: ADVANCED

Change in times of social and political turmoil can be difficult, even for the most seasoned ally. What is the role of an ally in challenging times? What does “getting it right” actually look like? How do we express allyship when we are discouraged? Most importantly, how can advocates keep their focus and commitment to inclusion when faced with what often feels like constant attacks? In this session, we’ll look at the challenges of allyship in tumultuous times by examining some of the changes that have set the work of advocates back. We’ll also contextualize what this means for LGBTQ+ network group efforts today. Finally, we’ll discuss the signals of hope and progress that can help refocus efforts while looking at behavioral shifts that help people weather hard times, push through barriers to inclusion, and thrive as perfectly imperfect allies.

DID YOU KNOW?



Life evolves. So does PFLAG’s work.

Looking for a session focused on breaking news, current events, or new legislative issues? Need to find ways to get conversations going on around social change? We’ll develop and release additional sessions and learning opportunities throughout the year, so talk to us if you’re looking for content to respond to emerging issues.

“ PFLAG HAS BEEN A POWERFUL COMPANION on Marriott’s journey to increase inclusion throughout our global organization. From the launch of ONE Marriott, our LGBTA employee network, PFLAG was available with advice and support at every turn. As we began to develop marketing programs that embrace LGBT and allied consumer segments, we have relied on the team at PFLAG to provide insights about community response. Through its Straight for Equality program, PFLAG offers learning opportunities for Marriott employees that also support our corporate diversity objectives. As Marriott succeeds and ONE’s chapter network expands globally, PFLAG continues to provide guidance. For Marriott, our relationship with PFLAG has been a true partnership that continues to evolve, offering new opportunities with each step.”

Apoorva N. Gandhi

Senior Vice President for Business Councils, Multicultural Affairs, and Social Impact, Marriott International, Inc.

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Sharing Your Workplace Story to Create Change

LEVEL: ALL LEVELS

One of PFLAG’s deepest beliefs is that when we share our personal stories, we transform the conversation about LGBTQ+ equality from being about abstract rights, laws, and policies to being about real people. And while everyone has a story to tell, the question of how to share this story effectively—especially in the workplace—often goes unanswered.

This learning session will help participants identify their workplace stories about LGBTQ+ inclusion, use the building blocks of great stories to develop their narratives, get powerful story-sharing and communication skills, and have an opportunity to share their stories and receive peer feedback in a supportive environment. Session materials include a customized storytelling workbook.

CROSS-NETWORK OPPORTUNITY!

Interested in making this session a multi-ERG event, addressing multiple identities? We now offer a cross-network version of this workshop designed to highlight intersections and inspire collaborative efforts.

NOW
AVAILABLE
AS AN ONLINE
CLASS!



Be Kind, Rewind: Recognizing Your Role in Building Inclusion

LEVEL: ALL LEVELS

Nonstop social media. Working from home. Political unrest. Baggage. And so many deadlines.

Nearly everyone strives to be a more inclusive, kind team member, but getting it right is rarely easy. We are all products of our upbringing, environments, biases (known and unknown), and daily stressors. And while we may intend on being welcoming, the impact of our actions often is not. In this session, we’ll talk about how to build awareness for your behavior and the effect it may have on others and identify common places where biases and assumptions can lead to broken relationships. Then we’ll talk through strategies for doing better as we move forward. Finally, we’ll share resources so you, your employee resource group, and company can continue working towards building welcoming, inclusive, and kind environments for all employees and stakeholders.



elective CLASSES

EXPANDING THE CONVERSATION, MAKING CONNECTIONS, REACHING NEW AUDIENCES

Feel like you're ready for something different? Looking for ways to grow your relationship with other network groups? These learning sessions are a great way to diversify your work. These sessions are appropriate for learners at all levels.

When Someone Comes Out: Demonstrating Support & Acceptance

The term “coming out” has become so mainstream that many people assume that the phrase—and the actions it entails—is simple. However, in spite of the progress made in acceptance for people who are LGBTQ+ identified, 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 one’s sexual orientation and/or gender identity today. They will also find out about some of the ways that living authentically positively impacts various aspects of the lives of people who are LGBTQ+. We’ll also review research demonstrating the power of supportive families, schools, workplaces, and communities, and learn what allies can do to celebrate and support family, friends, and/or coworkers that have come out as LGBTQ+.

Don't Know Much About LGBTQ+ History?

The Ultimate LGBTQ+ History and Culture Extravaganza

Stonewall. Rainbow flags. Pink triangles. Lavender lambdas. Pink, blue, and white banners. Pride parades. Disco. Fire Island, WeHo, and Boy’s Town. Harvey, Audre, Marsha, Sylvester, and even Gaga. What does it all mean? LGBTQ+ history and culture tell the story of a vibrant, diverse, and determined community that has overcome massive barriers and deeply influenced mainstream culture. In this session, participants will learn about what many of the symbols, events, and references mean. We’ll also offer some great insight into the larger story as well as how it all impacts the work we continue to do—as members of the LGBTQ+ community and as allies—today.

When LGBTQ+ Past and Present Collide! How LGBTQ+ History Can Illuminate Today's Challenges

As the old saying goes, those who don’t know history are destined to repeat it. Looking at where the LGBTQ+ community and its allies are today sometimes feels like we’re navigating completely new ground. But is that really the case? In this session, participants will engage in a fast-paced learning experience that examines key facts about LGBTQ+ history and how it shapes the world we’re in today. Then we’ll closely examine key advocacy issues to understand these issues in greater depth. What can history tell us about the challenges and opportunities we face? How can it inform the ways in which we take action? And how can we emulate the change strategies of key LGBTQ+ leaders to elevate our voices and create change today?

Don't Know Much About LGBTQ+ History is a strongly suggested prerequisite for this session.



Employee Resource Groups Give Back: Engaging Leaders and Activating Volunteers

LEVEL: ALL LEVELS

As employee resource groups grow and evolve, they often strive establishing themselves as valued part of company culture. Many look for opportunities to engage new members, create community impact, and demonstrate a return on investment through leadership development and volunteering. Relying on PFLAG’s nearly 50 years of working with grassroots organizers and volunteers, this session will help ERG leaders create inclusive internal and external volunteer opportunities, manage barriers that may keep employees from getting involved, and leverage the strengths of employees who would like to be more involved.

Cultivating Respect: Stopping Bullying to Create Safer Schools

For many years, news reports have been filled with the tragic stories of young people being bullied and harassed in schools, and the terrible consequences many of them face when no one is willing to speak up. This has put a topic that was often seen as “an LGBTQ+ issue” on the radar of parents everywhere. In this learning session, participants will learn about key research on bullying, cyberbullying, and harassment, understand how much of it connects to anti-LGBTQ+ attitudes and behaviors, and learn how these incidents jeopardize all students. This workplace-friendly session, which provides a great opportunity to collaborate with other ERGs, leaves participants with accessible ways to be a part of standing up to bullying and cyberbullying on a personal, family, and institutional level.

CROSS-NETWORK OPPORTUNITY!

School bullying is an issue that has an impact on all students. This session is a great opportunity to partner with other network groups to share learning space and expand the conversation. Talk to us for more information!

From the Classroom to the Boardroom: Addressing Bullying Behaviors

The issue of bullying in schools has led to widespread responses, legislation, and preventative programs. But an important question still needs to be addressed: What happens to people who exhibit bullying behavior as a youth when they grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. But because of the complexities of bullying, effective responses are often difficult to develop. In this session, participants will discuss the similarities—and differences—between school bullying and workplace intimidation. We’ll also discover what strategies are being used to solve the issue in schools and how they can be adapted in the workplace. Finally, we’ll identify ways to mentor victims (and prevent more from developing) and learn how to model inclusive leadership at the personal and organizational levels.

Exclusive LGBTQ+ Legislative Issue Briefings

Local, state, and federal legislative efforts that impact the LGBTQ+ community continue to make headlines. Consequently, many organizations are looking for ways to educate leadership and employees about what these laws mean for business and inclusion. Whether it’s employment nondiscrimination legislation like the Equality Act, laws related to bullying and protecting youth, or questions being considered by the Supreme Court, understanding the facts and the context is a critical element of solid corporate citizenship. PFLAG National—a nonpartisan organization—now offers one-hour, workplace-appropriate issue overview briefings. Learn about what key issues are, where they currently stand in the legislative process, and how people can become further engaged. Using PFLAG’s inclusive, diverse, and education-focused approach, this session provides unique and timely learning opportunities for participants. Please note: Content for these briefings is dependent on current issues/events.



PFLAG Keynote Addresses

Have a specific topic you’d like to discuss for an event? Looking for a speaker to kick things off? PFLAG National now offers keynote speakers on a wide variety of LGBTQ+ topics, from coming out to allyship, legislative agendas to LGBTQ+ culture. For more information, please contact Mackenzie Harte (they/them) at mharte@pflag.org.

HAVE AN IDEA FOR LEARNING AND ENGAGEMENT? NEED HELP IN MAKING IT A REALITY?

Each year, the PFLAG Learning & Inclusion team takes on a limited number of consulting projects. Interested in developing an ally engagement program? Want to develop your own learning modules? Looking to embark on an LGBTQ+ marketing campaign? Contact Jean-Marie Navetta (she/ella), *Director of Learning & Inclusion*, at jnavetta@pflag.org for more information.

PFLAG National partnerships



INVEST IN A 2022 PFLAG NATIONAL PARTNERSHIP

PFLAG National respects relationships, especially with our corporate partners who frequently demonstrate courage through inclusion and acceptance of people who are LGBTQ+ and their allies in the workplace.

Investment in a PFLAG National partnership affirms your corporate commitment to organizational *diversity and inclusion*, to engage with individuals in *the essential work of culture change*, and to *high-level corporate visibility and leadership on LGBTQ+ acceptance*.

PFLAG National Partnerships support a full range of work that has a beneficial impact on LGBTQ+ inclusion in the workplace, schools, faith-based institutions, and communities. Packages are optimized to provide you with a single agreement and a single point of contact to ensure that your benefits are delivered and needs are always met. Partnerships can be customized to meet your organization's unique needs.

PFLAG National Partners receive a comprehensive collection of benefits that provide broad brand exposure to external audiences as well as key resources to help build your organization's inclusion efforts. A few of the key benefits of partnership include:

- **Brand Exposure to a National Audience:** Put your organization in front of the PFLAG Chapter Network of nearly 400 chapters, and the 250,000+ members and supporters of PFLAG National, made up of parents, family members, allies, and people who are LGBTQ+-identified.

- **The PFLAG National Partner Logo:** Show your employees, clients, and customers where you're focusing your support with the use of the PFLAG National Partner logo on your corporate materials.



- **Workplace Educational Sessions:** Take advantage of complimentary workplace educational sessions as one of many key National Partner benefits. Choose from more than 17 personalized learning options outlined in this catalog. Following completion, organizations receive the 2022 training partner logo for use on materials to visibly demonstrate their commitment to LGBTQ+ workplace inclusion.
- **Custom D&I and Marketing Partnerships:** Engage with PFLAG National through a customized partnership that will help you meet your D&I or marketing objectives. Past partnerships include Verizon's #LoveCallsBack campaign featuring parents affirming their LGBTQ+ children, OREO's #ProudParent campaign featuring first-time ever Rainbow OREOs, and J.Crew's "Love First" t-shirt campaign featuring a Pride design worn by celebrity designers Nate Berkus and Jeremiah Brent, transgender activist Raquel Willis, TV host Maurice Harris, and Second Gentleman Doug Emhoff.
- **PFLAG National Events:** Attend exclusive virtual or in-person events with other National Partner corporations that celebrate a shared commitment to LGBTQ+ inclusion in the workplace and showcase the work of communities across the country through the PFLAG Chapter Network.

For additional information about partnership levels, benefits, and customized programs, please contact:

Maggie Ardiente (she/her),
Director of Development

mardiente@pflag.org
202-349-0788

booking your session

READY TO BECOME AN INCLUSION SUPERHERO AT YOUR ORGANIZATION?

Here's how to do it.

Pick your session(s).

Choose the learning sessions that interest you and determine target dates for your event. You can find expanded descriptions for learning sessions at straightforequality.org/workplacesessions.

Please note that all learning sessions will be available online only until it is safe for staff to travel for in-person events. The situation is evolving, so please talk to us about your plans well in advance of your desired date.

Contact us.

Let's start the conversation. We'll assist you in finding the best learning session for your needs, and provide online session demos to help you understand the content. We can also provide details on session costs at this time. Contact:

Mackenzie Harte (they/them),
Learning and Inclusion Coordinator

mharte@pflag.org or call (202) 467-5411

Book your session!

Ready to make it official? We strongly suggest booking a session a *minimum* of two months in advance to ensure that we'll be able to accommodate your request. **(Please note that June and October will book up several months in advance, so plan early!)** After your session date is confirmed, we'll schedule time to ensure that your session is customized to meet your unique needs and goals.

Spread the word!

PFLAG's Straight for Equality team can assist you with ideas for promoting your event, suggest timelines, and provide easy-to-use customizable templates for flyers, posters, and e-mail blasts to get great visibility for your sessions. Want to promote your work on social media? We can connect you with PFLAG's social team to support your effort.

EXCITED? WANT TO LEARN EVEN MORE RIGHT NOW?

 pflag.org and straightforequality.org

 [/PFLAG and /S4Equality](https://www.facebook.com/PFLAGandS4Equality)

 [@pflag](https://twitter.com/pflag) and [@S4Equality](https://twitter.com/S4Equality)

 [linkedin.com/company/PFLAG-S4Equality](https://www.linkedin.com/company/PFLAG-S4Equality)



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THE CREATION OF THE LGBTQA EMPLOYEE RESOURCE GROUP AT BAE SYSTEMS, INC. WAS A STEP TOWARD ACHIEVING OUR GOAL OF FURTHERING AN INCLUSIVE ENVIRONMENT WHERE EVERY EMPLOYEE IS VALUED AND OUR DIFFERENCES CONTRIBUTE TO OUR BUSINESS SUCCESS.

Working with PFLAG and leveraging the Straight for Equality program helped us kick off the training element of our employee resource group. Their flexibility in adapting training sessions that were tailored for our culture—the training they offered was not one-sided or biased—meant we were able to offer sessions that were open-ended to encourage open and candid dialogue. By working with us, they helped our employee resource group to deliver sessions that educate on how to become allies to the LGBTQ community.

Working with Straight for Equality, we were able to customize presentations for three successful learning sessions that fit well within our culture and kept our employees engaged. The Straight for Equality staff was professional, responsive, and very supportive last year, and we are already working with them on some of our programs for the future.

Curt Gray

SVP Human Resources & Administration, BAE Systems Inc.

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We had 96% of participants say that the program content “helped me grow personally” and when asked to weigh the value of the program versus the time spent to attend – **100% SAID IT WAS “DEFINITELY WORTH IT.”**

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Just wanted to say again what an **INCREDIBLE PRESENTATION** that was! I got a note from our Executive Vice President and General Counsel saying what an insightful and engaging event it was!

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The presentation was excellent, thanks for making it interactive and engaging and compelling, **WE HAD TONS OF POSITIVE FEEDBACK.** We now need to translate that into action!

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Straight for Equality

A program of PFLAG National

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