



## Want to Be an Ally (Or Help One Out?): Building the Path for Your Ally Journey

### Session Description:

Roughly half of LGBTQ+ adults remain closeted at work. In this session, participants (whether LGBTQ+ or not) will find out why that matters and the impact it has on the bottom line for organizations. They'll learn the power allies have to create change. We'll also provide space to honestly discuss the barriers to expressing support in the workplace. Finally, participants will get strategies and tools needed to be part of creating real inclusion.

### Content Overview:

Corporate America has led the way to create policies to protect lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees from discrimination and harassment. Leveraging PFLAG's 50 years of experience as the nation's original ally organization, this session will:

- Review the LGBTQ+ basics including core terminology;
- Characterize who allies are and set basic expectations for ally behavior in the workplace;
- Make the business and marketplace case for why LGBTQ+ inclusion is a relevant issue for all companies;
- Identify and discuss the individual barriers that allies face that may create roadblocks to demonstrating their support; and
- Discuss concrete, straightforward ideas about how to overcome barriers, express support, and change the places that we work.

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| <b>Session Length:</b>         | 90 minutes (in-person or hybrid), 60 minutes (online only)  |
| <b>Target Audience:</b>        | General audience, no prior knowledge of LGBTQ+ issues required.   |
| <b>Participant Materials:</b>  | <i>the guide to being a straight ally</i> , online resource page  |
| <b>Additional Information:</b> | Customized learning options for HR Professionals, Recruiters, C-Suite, etc. are available.<br><br>Online only events may be scheduled for 75 minutes, to allow for an extended Q&A session with the PFLAG team. |

For more information on this session, contact Mackenzie Harte (they/them), Learning & Inclusion Manager, by e-mailing [mharte@pflag.org](mailto:mharte@pflag.org) or calling (202) 467-5411.

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