



Be Kind, Rewind: Recognizing Your Role in Building Inclusion

Session Description:

Nonstop social media. Working remotely. Political unrest. Personal baggage. And so many deadlines. While many of us intend to be welcoming and inclusive, the impact of our actions may not be. In this session, we'll talk about how to build awareness of the effect your behavior may have on others and identify common places where (unconscious) biases and assumptions can lead to broken relationships. Then we'll talk through strategies for doing better—as individuals and organizations—as we move forward.

Content Overview:

We are all products of our upbringing, environments, biases (known and unknown), and daily stressors. Leveraging PFLAG's 50 years of experience as the nation's original ally organization, this session will:

- Acknowledge what's happening in the world right now and how exclusion and unkindness can show up in the workplace;
- Consider some of the ways that good, well-intentioned people do some not so good things when it comes to creating welcoming and inclusive spaces and some reasons that happens;
- Discuss individual and organization-level changes we can make to build kind, inclusive spaces for our colleagues, customers, and stakeholders; and
- Talk together about what comes next because this is just the start of this conversation about the work we need to do to create welcoming and inclusive spaces.

Session Length:	90 minutes (in-person or hybrid), 60 minutes (online only)
Target Audience:	General audience, no prior knowledge of LGBTQ+ issues required.
Participant Materials:	Online resource page
Additional Information:	This session is not exclusively focused on LGBTQ+ identities. This learning session is most effective when offered as a cross-network learning experience.

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

Updated January 2024