

2024

**STRAIGHT FOR EQUALITY IN THE WORKPLACE
LEARNING SESSION CATALOG**

Allyship Training From

PFLAG

**straight
FOR
equality**
A program of PFLAG National



PFLAG National's Straight for Equality™ program is transforming the conversation about LGBTQ+ inclusion by providing ways to invite, educate, and engage new people. 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. 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+ colleagues, friends, and family.

PFLAG NATIONAL LEARNING SESSIONS: SO MUCH MORE THAN “TRAINING”

Creating an inclusive workplace is hard work, and PFLAG National is with you every step of the way. Bringing an allyship training from PFLAG National to your organization provides you with an interactive, supported learning 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 workshop that is right for 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:

- ♥ A confidential one-hour assessment;
- ♥ Use of the Straight for Equality Learning 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 Straight for Equality Learning Partner on social media channels.



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





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.’



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/courses.

Contact us.

PFLAG National staff will assist you in finding the best learning session to meet your needs and provide online session demos to help you understand the content.

Contact:

Mackenzie Harte (they/them)
Learning and Inclusion Manager
mharte@pflag.org

Book your session!

We strongly suggest booking your 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!)

Spread the word!

We can assist you with ideas for promoting your event, suggest timelines, and provide easy-to-use customizable templates to get great visibility for your sessions.



Online or in person?

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

- ♥ Our Learning & Inclusion staff can join you on-site if your organization has begun to meet in person again.
- ♥ We have more than a decade of experience presenting interactive online sessions and can work on all major meeting platforms.
- ♥ We can also provide guidance on hybrid events—including technical requirements—that will ensure your employees have the best experience possible, regardless of how they join.



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

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? The following sessions are designed to boost engagement with your network group and to encourage allies to grow their skills no matter where they are on their allyship journey.

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

LEVEL: BEGINNER TO INTERMEDIATE

In this learning session, participants (LGBTQ+ and not) will learn why LGBTQ+ inclusion at work matters and the impact it has on the bottom line for organizations. We'll also provide space to honestly discuss the barriers to expressing support in the workplace. Finally, participants will be provided the strategies and tools needed to create real inclusion.

Fight Your Fears: Developing Advanced Ally Skills

LEVEL: INTERMEDIATE TO ADVANCED

In this learning session, participants will learn how to transform the reason they're an ally (or need one) into their case for inclusion, get effective strategies to create conversations about LGBTQ+ equality, and understand how to turn conflict into opportunity.

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

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

LEVEL: ADVANCED

In this learning session, participants will apply what they've learned about advanced allyship and conflict resolution to real-world situations. They'll also have an opportunity to share their unique strategies for going from good to great allies.

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

Help us meet your needs!

Are there scenarios specific to your industry to discuss? Are there issues that frequently arise for network group members? PFLAG National can help you develop custom scenarios to create a unique learning opportunity.

Thank you so much for this. I especially loved the scenarios—it is helpful to practice these skills! This session is fantastic, a great option to recommend to our teams for growth purposes. The content was both informative and professional. Really appreciate you doing this work and promoting allyship!

NEW! Launching a pronoun campaign at your organization?

PFLAG now offers a 30-minute companion 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 Mackenzie Harte (they/them) at mharte@pflag.org.

* Organizations are required to book “Going Beyond the Binary...” as a companion to this session.



Going Beyond the Binary to Become a Better Ally

LEVEL: INTERMEDIATE TO ADVANCED

In this learning session, participants will learn key terminology related to gender identity and expression, better understand gender pronouns and how to use them, and gain the skills needed to be better allies to people who are transgender and nonbinary. (Talk to us about offering an advanced version of this session that includes opportunities for participants to navigate real-world scenarios as allies.)

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

What the +? Understanding and Supporting Expansive LGBTQ+ Identities

LEVEL: ADVANCED

In this learning session, participants will spend time discussing what the “+” after LGBTQ+ encompasses. We’ll learn more about nonbinary gender identities, bisexual+ identities, asexuality and aromanticism, and intersex conditions. No matter how you identify, this session will help you serve as an ally to others in this space.

* “Want to Be an Ally...” (or equivalent prior education) is a prerequisite for this session.

Bi+ 101 Allyship: How to Not Let Things Fall Bi the Wayside

LEVEL: INTERMEDIATE

In this learning session, participants will learn more about the bisexual+ community, why it’s so important to understand and respect bi+ people, and get some tools to be a great bi+ ally.

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

Advanced Bi+ Allyship: Going Beyond the “Bi”nary

LEVEL: ADVANCED

In this learning session, participants will learn more about common myths and stereotypes about people who are bisexual+, discuss advanced bi+ ally behaviors, and continue the conversation about how organizations can grow to be even more inclusive of colleagues who are bi+.

* “Bi+ 101 Allyship...” is a prerequisite for this session.

When Someone Comes Out: Demonstrating Support and Acceptance

LEVEL: ALL LEVELS

In this learning session, participants will learn what coming out means today. They will also discover ways that living authentically positively impacts various aspects of the lives of people who are LGBTQ+, as well as the power of supportive workplaces, families, schools, and communities.

NEW! Leading with Love: Celebrating and Affirming LGBTQ+ Young People

LEVEL: ALL LEVELS

In this two-part learning session, participants will learn how to actively love and support their LGBTQ+ children and why that support is so vital; gain strategies to get it right; discover where opportunities to shift from support to affirmation exist; and unpack some of their major worries about LGBTQ+ youth. Part one of this session focuses on sexual orientation and part two focuses on gender identity—organizations are required to book both parts.



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

BUILDING NETWORKS CLASSES

Professional Growth, Building Leaders, And Developing New Skills

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 diversity, equity, and inclusion.

Sharing Your Workplace Story to Create Change

LEVEL: ALL LEVELS

In this learning session, participants will identify and develop their workplace stories about LGBTQ+ inclusion. They'll also 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.

Be Kind, Rewind: Recognizing Your Role in Building Inclusion

LEVEL: ALL LEVELS

In this learning session, participants will talk about the effect our personal behaviors have on others and how to identify common places where 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.

Be Kind, Not Just Nice: Transforming Your Conversations

LEVEL: INTERMEDIATE

In this learning session, participants will learn some of the skills needed to transform their conversations and stay true to their beliefs while staying kind. We'll also discuss ways to determine when moments of conflict have the potential to create change and when moving away from a conversation to protect ourselves is the best choice.

* **"Be Kind, Rewind..."** is a strongly recommended prerequisite for this session.

Don't Know Much About LGBTQ+ History? The Ultimate LGBTQ+ History and Culture Extravaganza

LEVEL: BEGINNER TO INTERMEDIATE

In this learning session, participants will learn about key figures from LGBTQ+ history, what many LGBTQ+ symbols, events, and historical references mean, and how they continue to impact culture today.



PFLAG National Keynote Addresses

Looking for a workshop focused on breaking news, current events, or new legislative issues? Have a specific topic you'd like to discuss? PFLAG National offers keynote speakers and panelists on a wide variety of LGBTQ+ topics. For more information, please contact Mackenzie Harte (they/them) at mharte@pflag.org.

Exclusive LGBTQ+ Legislative Issue Briefings

Many organizations are looking for ways to educate leadership and employees about what local, state and federal laws that impact the LGBTQ+ community mean for business and inclusion. PFLAG National—a nonpartisan organization—offers one-hour, workplace-appropriate issue briefings. For more information, please contact Mackenzie Harte (they/them) at mharte@pflag.org.



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

LEVEL: INTERMEDIATE TO ADVANCED

In this learning session, participants will examine facts about LGBTQ+ history, closely examine key advocacy issues, and discover how learning that history can inform about the challenges and opportunities we currently face.

* *“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

In this learning session, ERG leaders will learn to 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 engage more.

PRICING

- **60-90 Minute Webinar or Hybrid Event (no travel required):**
\$4,000.00
- **60-90 Minute In-Person or Hybrid Event (travel required*):**
\$5,000.00

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.

*In-person events that require travel account for one staff member for one day on-site. PFLAG reserves the right to bill for travel expenses if additional staff or days on-site are required.

Contact Mackenzie Harte (they/them), Learning & Inclusion Manager, at mharte@pflag.org to learn more!

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.

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

David Kinstley (he/him)
Corporate Philanthropy Manager
dkinstley@pflag.org



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