



## Going Beyond the Binary to Become a Better Ally

### Session Description:

People who are transgender (trans), including people who are nonbinary, report higher rates of discrimination at work than gay and lesbian individuals. Participants will learn about both gender identity and expression, review expansive pronouns and how to use them, and grow the skills they need to be allies to people who are trans and nonbinary.

### Content Overview:

Much-needed visibility for transgender and nonbinary people in the US has changed the discourse about gender identity and expression. Leveraging PFLAG’s 50 years of experience as the nation’s original ally organization, this session will:

- Understand how gender identity and gender expression have traditionally been understood in the US and the ways that understanding is changing;
- Discuss the importance of pronouns, how to use inclusive pronouns properly, and what to do when mistakes are made;
- Clarify the role that allies can play – and provide concrete suggestions for things to do – to ensure that people who are trans and nonbinary are supported and included at work; and
- Find out where to get additional resources for continued learning.

<b>Session Length:</b>	90 minutes (in-person or hybrid), 60 minutes (online only)
<b>Target Audience:</b>	General audience, no prior LGBTQ+ knowledge required.
<b>Participant Materials:</b>	<i>the guide to being a trans ally</i> , online resource page
<b>Additional Information:</b>	“Want to Be an Ally” is a suggested prerequisite for this session.  Customized learning options for HR professionals, recruiters, C-suite, etc. are available.  An advanced version of this session, that includes opportunities for participants to navigate real-world scenarios as allies, is available.

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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