



What the Plus?: Understanding and Supporting Expansive LGBTQ+ Identities

Session Description:

Lesbian. Gay. Bisexual. Transgender. Queer. Simple, right? Not for everyone. In this session, we'll spend time discussing what the + after "LGBTQ+" encompasses. Participants will have the opportunity to learn more about nonbinary gender identities, bisexual+ identities, asexuality and aromanticism, and intersex experiences. No matter how you identify, this session will help you serve as an ally to others in this space.

Content Overview:

Education around what it means to hold often ignored, less visible, identities that make up "the plus" in LGBTQ+ is important for companies striving to create welcoming and inclusive workplace culture. Leveraging PFLAG's 50 years of experience as the nation's original ally organization, this session will:

- Review some of the identities that are often considered to be a part of "the plus" in LGBTQ+ including nonbinary, Two-Spirit, bisexual, pansexual, asexual, aromantic, and intersex;
- Discuss specific ways we can all demonstrate allyship to individuals who hold these identities;
- Consider meaningful and effective programming focused on the experiences of people who hold these identities; and
- Get connected with organizations led by, and resources created for, individuals and communities with identities that are a part of "the +".

Session Length:	90 minutes (in-person or hybrid), 60 minutes (online only)
Target Audience:	Advanced audience with knowledge of why diversity, equity, inclusion, and access are important in the workplace and an understanding of core LGBTQ+ terminology.
Participant Materials:	Online resource page
Additional Information:	"Want to be an Ally" and "Becoming a Trans Ally" strongly suggested as prerequisites for this course. By request, a section on polyamory (definition, stats, ally behaviors) can be included as a part of this learning session. If included, online only sessions must be extended to 75 minutes.

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.

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