

# 2026

## STRAIGHT FOR EQUALITY IN THE WORKPLACE LEARNING SESSION CATALOG

**PFLAG**

**straight  
FOR  
equality**

*A program of PFLAG National*



# PFLAG NATIONAL LEARNING SESSIONS

**Creating an inclusive workplace for people who are LGBTQ+ is hard work, and the Straight for Equality™ program is with you every step of the way. Bringing a learning session 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 session that fits 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 one-to-two hour 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 (all optional):**

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



*We are so grateful for the work PFLAG National does all year round and feel honored to have partnered with you to bring this event to life. Thank you again for helping us create a more inclusive and supportive workplace.*



## **Online or in person?**

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

- ♥ A member of the Learning & Inclusion staff can join you on-site for an in-person event.
- ♥ We can present live, interactive webinars and can work on all major meeting platforms.
- ♥ We can support hybrid events that will ensure your employees have the best experience possible, regardless of how they join.



*We've gotten great feedback from people who attended, and I know I was glued to the presentation the entire time. We can't thank you enough for your time and candor in presenting on the subject of how our behaviors shape inclusive environments. We treasure our relationship with PFLAG National.*

## PRICING

- **One-to-Two Hour Webinar or Hybrid Event (no travel required):**  
**\$4,000.00**
- **One-to-Two Hour 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.

Contact [training@pflag.org](mailto:training@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.

**For additional information about partnership levels, benefits, and customized programs, please contact [give@pflag.org](mailto:give@pflag.org).**

Events that require travel are available at no additional cost to partners at the Leader level and above.

Partners at the Advocate, Ally, and Friend levels will be invoiced for a travel stipend of up to \$1,000.00 which includes ground transportation, coach airfare, meals, and one hotel night.



*Wow! What an incredible workshop. I learned so much more than I thought I knew. I really appreciate everyone's efforts and support in making today's event another great one!*



Visit [straightforequality.org/workplace](https://straightforequality.org/workplace) to read extended descriptions for all sessions.

# LEARNING SESSIONS FROM PFLAG NATIONAL

## Inviting, Educating, And Engaging Allies

Looking to effectively find and engage allies in the workplace? Already have allies in the room and trying to get them more involved? The following learning sessions are designed to boost engagement with your network group and to encourage allies to grow their skills.

### Want to Be an Ally (or Help One Out)? Foundational Ally Skills

LEVEL: BEGINNER TO INTERMEDIATE

In this session, participants will learn why LGBTQ+ inclusion at work matters and the impact it has on the bottom line for organizations, talk about barriers to expressing support, and consider strategies and tools for allies to take action.

### So What's Next? Developing Advanced Ally Skills

LEVEL: INTERMEDIATE TO ADVANCED

In this 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? Being an Active Ally in Tough Situations

LEVEL: ADVANCED

In this session, participants will apply what they've learned about active allyship and conflict resolution to real-world situations and 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.*

### Want to be a Trans and Nonbinary Ally? Expand Your Ally Journey Beyond the Binary

LEVEL: INTERMEDIATE TO ADVANCED

In this 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.

*Thank you so much for the incredibly thoughtful, impactful, and moving presentation today. I am already receiving positive feedback from attendees about how great this was. I appreciate your sincere commitment to educating people about allyship and why allyship matters so much.*

*I wanted to personally thank you for not only an amazing session but for your patience with working with our team. I was really impressed with the learning session and the interaction of our team members. It was such a huge success and I'm really looking forward to the next one we're able to do.*

## **What the +? Understanding and Supporting Expansive LGBTQ+ Identities**

LEVEL: ADVANCED

In this 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.

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

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

LEVEL: INTERMEDIATE

In this 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 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 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.

## **Celebrate and Affirm: Being a Supportive Parent and Caregiver**

LEVEL: ALL LEVELS

In this session, participants will learn how to actively love and support their LGBTQ+ loved ones, why that support is so vital, and how to get it right. This session covers sexual orientation and gender identity.

*You all were FABULOUS! Thank you for your time, energy and commitment to our evolution of being an environment of belonging.*



Visit [straightforequality.org/workplace](https://straightforequality.org/workplace) to read extended descriptions for all 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 psychological safety and a sense of belonging at work.

### Be Kind, Rewind: Recognizing Your Role in Building Inclusion

LEVEL: ALL LEVELS

In this session, which can be developed as a cross-network opportunity, 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 session, which can be developed as a cross-network opportunity, 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.*

### Be Kind, Even When It's Tough

LEVEL: ADVANCED

In this session, participants will solidify their skills in managing complex moments of tension while still treating others with kindness. We'll discuss multiple nuanced real-world scenarios where kindness can be deeply transformative in this highly interactive learning session.

\* *"Be Kind, Not Just Nice..." is a prerequisite for this session.*

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

LEVEL: BEGINNER TO INTERMEDIATE

In this 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.

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

LEVEL: INTERMEDIATE TO ADVANCED

In this 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.*

### Sharing Your Workplace Story to Create Change

LEVEL: ALL LEVELS

In this session, which can be developed as a cross-network opportunity, 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.

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## ERG Leadership Development

PFLAG National also offers ERG leadership learning sessions focused on the needs of ERG leadership. Based on 50+ years of experience working with volunteer chapter leaders across the country, this includes workshops on developing your ally strategy, engaging new leaders, and giving back to your community. For more information please contact [training@pflag.org](mailto:training@pflag.org).



### Launching a pronoun campaign at your organization?

PFLAG National now offers a 30-minute 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 [training@pflag.org](mailto:training@pflag.org).

\* “Want to be a Trans and Nonbinary Ally?” is a strongly suggested companion to this session.

### Looking for something more specific?

Have a large number of hourly employees? Need content that is specific to your industry? Reach out to [training@pflag.org](mailto:training@pflag.org) to learn more about the resources PFLAG has available to meet your company’s needs.



### PFLAG National Keynote Addresses

Looking for a workshop focused on an emerging issue or something we haven’t covered? Have a specific topic, like asexuality and aromanticism, you’d like to discuss? PFLAG National offers keynote speakers and panelists on a wide variety of LGBTQ+ topics. For more information, please contact [training@pflag.org](mailto:training@pflag.org).

### Learn even more!

Want to learn more about being an active ally to people who are LGBTQ+? Looking for specific advice to celebrate and affirm your LGBTQ+ friends, family, neighbors, and colleagues? Check out PFLAG’s “Guide to Being an Ally to Trans and Nonbinary People” and “Guide to Being an Ally to LGBTQ+ People.” Both are available in both English and Spanish at [pflag.org/publications](http://pflag.org/publications).

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the incredibly detailed honest forthright completely blunt wonderfully helpful and witty exposition on a topic that makes some people stress because they doubt they understand it or know enough about it but they'll soon be ready to talk because this compelling and transformative (pun completely intended) little publication will answer lots of questions and start to demystify the not-at-all secret world of people who are transgender and nonbinary and become your tried and trusted

**guide to being an ally to trans and nonbinary people**

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The incredibly detailed honest forthright completely blunt shockingly simple wonderfully helpful and witty exposition on a topic that people often have questions about but really shouldn't because this compelling open and straight to the point (pun completely intended) little publication will demystify the secret world of LGBTQ+ people and be your tried and trusted

**Guide to Being an Ally to LGBTQ+ People**



Visit [straightforequality.org/workplace](http://straightforequality.org/workplace) to read extended descriptions for all sessions.



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