



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

Session Description:

Roughly half of LGBTQ+ adults remain closeted at work. In this learning session, participants (whether LGBTQ+ or not) will find out why that matters and the impact it has on the bottom line for organizations. They'll learn the capacity that allies have to create change. We'll also provide space to honestly discuss the barriers to expressing support in the workplace. Finally, participants will get strategies and tools needed to be part of creating a real sense of belonging.

Content Overview:

Companies and institutions dedicated to inclusion have led the way to creating policies that protect lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees from discrimination and harassment. Leveraging current best practices and PFLAG's more than 50 years of experience, this session will:

- Review the PFLAG and LGBTQ+ basics including core terminology;
- Characterize who allies are and the journey that they take over time to grow their skills;
- Make the business and marketplace case for why LGBTQ+ inclusion is a relevant issue for all organizations;
- Identify and discuss the individual barriers that allies face that may create roadblocks to demonstrating their support; and
- Discuss concrete, straightforward actions that allow employees to overcome barriers, express support, and create a workplace that is psychologically safe for LGBTQ+ employees.

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:	Straight for Equality publications, online resource page
Additional Information:	Customized learning options for HR Professionals, Recruiters, C-Suite, etc. are available. Online only events may be scheduled for 75 minutes to allow for an extended Q&A session with the PFLAG team.

For more information on this session, please contact training@pflag.org.

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