



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

Session Description:

People who are transgender (trans), including people who are nonbinary, report higher rates of discrimination at work than gay and lesbian individuals, and in many ways things are getting worse. In this session, 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 stronger allies to people who are trans and nonbinary and better champions of belonging.

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 more than 50 years of experience, this session will help participants:

- Learn more about how gender identity and gender expression have traditionally been understood in the US and the ways that is changing;
- Discuss the importance of pronouns, how to use affirmed 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 (and not do) – to ensure that people who are trans and nonbinary are supported and included in the workplace; and
- Find out where to get additional resources for continued learning.

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

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

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