



Shaping The Future of  
Global LGBT Workplace  
Inclusion

# COURSE HIGHLIGHTS

## **BUILDING BRIDGES: LGBT INCLUSION IN THE WORKPLACE**

Out & Equal's foundational cultural competency course introduces participants to issues impacting LGBT employees and helps develop tools to create a more inclusive workplace climate. Participants acquire a mastery of key concepts including birth/assigned sex, gender identity, gender expression, and sexual orientation. Through dynamic, interactive exercises, participants will begin to understand what it means to be an ally and how LGBT inclusion can positively impact their workplaces

### **GENDER IN THE WORKPLACE**

This interactive course focuses exclusively on gender identity/ expression. Participants will expand their awareness of gender diversity in the workplace and will explore issues impacting transgender colleagues.

### **FROM ALLIES TO ADVOCATES**

Drawing on national research, this course highlights how being in the closet negatively impacts LGBT colleagues and emphasizes ways in which to be an ally in order to mitigate the negative effect of the closet. Taking an intersectional approach, instructors highlights dimensions of allyship and suggest concrete ways in which to be allies at work.

### **LGBT STATE OF THE MOVEMENT**

Beginning with an overview of recent executive decisions impacting the LGBT community, this session highlights current legislative efforts to either expand or curtail LGBT rights and emphasizes the business community's response to said efforts. This session can be customized to highlight your specific company's involvement in public policy, and/or to empower ERG leads and others to make the business case for such involvement.



# BENEFITS OF TRAINING

Out & Equal University offers a variety of LGBT cultural competency training and consulting services designed to meet your organization's diversity and inclusion needs.

## **CUTTING EDGE LGBT DIVERSITY & INCLUSION**

Out & Equal is the world's largest organization focused on LGBT workplace advocacy and works with more than 800 Fortune 1000 companies and nearly every Federal Agency in the country. When your company trains with Out & Equal, you'll benefit from our unparalleled knowledge of the global LGBT D&I landscape.

## **LGBT CULTURAL COMPETENCY ACROSS REGIONS AND BUSINESS LINES**

LGBT cultural competency is unique in different regions of the US and around the world—Out & Equal's customizable and comprehensive training is tailored for employees at different career positions in geographic regions, and within varying business sectors.

## **A GLOBAL WORKFORCE ALIGNED WITH YOUR COMPANY'S VALUES OF INCLUSION AND EQUALITY**

Through Out & Equal's multi-platform training opportunities, your company is able to train significant portions of your workforce around the world in an efficient and affordable manner using online technology and virtual working groups.

# PRICING

PACKAGE	ATTENDANCE	POSSIBLE TOPICS	WHO ATTENDS	COST
90 minutes (Lunch & Learn)	Unlimited: Live-streaming available	<ul style="list-style-type: none"> <li>LGBT: Inclusion in the workplace</li> <li>Understanding the Transgender Community</li> <li>From Allies to Advocates</li> <li>LGBT State of the Movement</li> <li>LGBT Corporate Inclusion: Best Practices</li> </ul>	<ul style="list-style-type: none"> <li>ERG members (all ERGs)</li> <li>Welcome all team members, can be live streamed</li> <li>Front line managers</li> </ul>	\$1,500
Half-day: 4 Hours	15 - 50 people	<ul style="list-style-type: none"> <li>Building Bridges: LGBT Inclusion in the Workplace (101)</li> <li>Unconscious Bias (applicable to all diversity communities)</li> <li>Allies in the Workplace</li> <li>Building Bridges: Transgender 101</li> </ul>	<ul style="list-style-type: none"> <li>Diversity &amp; Inclusion Teams</li> <li>HR Team Members</li> <li>Front line managers</li> <li>Teams who engage with LGBT customers or coworkers</li> <li>Vice Presidents and Emerging Executives</li> <li>Employee Resource Groups</li> </ul>	\$3,000
Full Day: 8 Hours	15 - 50 people	<ul style="list-style-type: none"> <li>Building Bridges: LGBT Inclusion in the Workplace (101)</li> <li>Unconscious Bias (applicable to all diversity communities)</li> <li>Allies in the Workplace</li> <li>Building Bridges: Transgender 101</li> </ul>	<ul style="list-style-type: none"> <li>Diversity &amp; Inclusion Teams</li> <li>HR Team Members</li> <li>Front line managers</li> <li>Teams who engage with LGBT customers or coworkers</li> <li>Vice Presidents and Emerging Executives</li> <li>Employee Resource Groups</li> </ul>	\$5,000
Retreats: 1.5 - 2 Days	15 - 50 people	<ul style="list-style-type: none"> <li>Creating Value: Employee Resource Group</li> <li>Transforming your ERG to a BRG</li> <li>ERG/BRG goal setting and bonding</li> <li>Building Bridges: Transgender 101</li> <li>Recruiters and Talent Acquisition: LGBT D&amp;I Recruitment</li> <li>Unconscious Bias with your Front Line managers</li> </ul>	<ul style="list-style-type: none"> <li>ERG Leaders</li> <li>Recruiters</li> <li>HR professionals</li> <li>D&amp;I Teams</li> <li>Front Line Managers</li> <li>Emerging Executives</li> </ul>	\$8,000 - \$12,000
Consulting	Unlimited	<ul style="list-style-type: none"> <li>LGBT ERG Value Coaching (engaging the ERG effectively in your business/ managing ERG leaders/developing ERG programming and metrics)</li> <li>Transgender consulting (transition guidelines, preparing a team for a transitioning coworker, transgender restroom accommodation)</li> <li>LGBT Community Consulting (creating a presence at Pride parades, market testing of LGBT commercials/ads, LGBT community philanthropic advice)</li> </ul>	Consulting packages are used at the discretion of the company— hours can be given to your ERG leaders, to executives, to front line managers, to HR or recruiting professionals, or to the D & I Team	Packages start at \$150 / month

# UNIVERSITY RESOURCES



## VIRTUAL SUMMIT SERIES

This free monthly webinar series brings together diversity & inclusion experts for panel discussions and case studies on current LGBT workplace topics. Featuring top-rated workshops from Summit, this live series supports D&I managers, ERG leaders and sponsors, and engaged allies seeking to stay up-to-date on best practices for LGBT inclusion. Webinars are recorded and archived in the Out & Equal Library.

## OUT & EQUAL LIBRARY

Featuring videos, white papers, NGO reports and the latest research on workplace equality, this multimedia repository is your first stop in researching LGBT inclusion in the workplace.

## CONTACT INFORMATION

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OUT & EQUAL  
WORKPLACE ADVOCATES