



Shaping The Future of Global  
LGBTQ Workplace Inclusion


# ABOUT OUT & EQUAL UNIVERSITY


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Out & Equal University offers a variety of LGBTQ cultural competency training and expert consulting to support diversity and inclusion strategies, build employee resource group value and help organizations establish effective LGBTQ-focused initiatives.


Over two decades, Out & Equal has earned a reputation as the convener and expert leader in helping companies identify LGBTQ workplace issues, trends and solutions. Beyond training and consulting, Out & Equal University provides D&I practitioners with cutting-edge research and best practices through our free webinars, online resource library, Leadership Day & the Workplace Summit.

**Our bespoke education and consulting offerings are designed around your needs. We offer:**

 60 minute webinars\*

 60-90 minute lunch & learns

 3-4 hour workshops

 1-2 day retreats

\*Webinars may be licensed for an additional fee

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## BENEFITS OF TRAINING

CUTTING-EDGE LGBTQ  
DIVERSITY & INCLUSION EDUCATION

LGBTQ CULTURAL COMPETENCY ACROSS  
REGIONS AND BUSINESS LINES

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

# UNIVERSITY RESOURCES



## VIRTUAL SUMMIT SERIES

This free monthly webinar series brings together diversity & inclusion experts for panel discussions and case studies on current LGBTQ 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 LGBTQ inclusion. Webinars are recorded and archived in the Out & Equal Library.



## RESEARCH INSTITUTE

Out & Equal 's Research Institute collects, analyzes, and reports on critical data regarding LGBTQ workplace equality. Through sophisticated methodologies and evidence-based research, the Institute provides analytics on the positive impacts of inclusion and the costs of discrimination. Along with producing original research and thought leadership, the Institute consolidates existing business and academic research into easily digestible content.



## 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 LGBTQ inclusion in the workplace.

# COURSE HIGHLIGHTS

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

Out & Equal's foundational cultural competency course introduces participants to issues impacting LGBTQ 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 allyship and how LGBTQ inclusion can positively impact their workplaces.

## **FROM ALLIES TO ADVOCATES**

Drawing on national research, this course highlights how being in the closet negatively impacts LGBTQ 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 highlight dimensions of allyship and suggest concrete ways in which to be allies at work.

## **BUILDING Q-MMUNITY: ENGAGING QUEER IDENTITY AT WORK**

Focusing on the Q in LGBTQ, this session introduces and defines queer identity as well as makes the business case for its inclusion in workplace diversity and inclusion initiatives. This session helps participants build knowledge and understanding of key concepts including birth/assigned sex, gender identity, gender expression, and sexual orientation.

## **INTERSECTIONAL ALLY SKILL-BUILDING**

Participants begin the session by exploring their own dimensions of diversity and the ways in which they present or cover aspects of themselves at work. From there, participants explore the concept of "intersectionality" and draw on cutting-edge national research to highlight how discrimination impacts both colleagues and the company's bottom line. The session then introduces the concept of "allies" and highlights dimensions of allyship-- how straight people can be allies to LGBTQ people, cis people can be allies to trans people, men can be allies to women, white people can be allies to people of color, etc. Through dynamic exercises and group discussion, participants will learn the effects of allyship in the workplace and explore practical ways to advocate for others in the workplace.

## **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 and gender nonbinary colleagues.

## **LGBTQ STATE OF THE MOVEMENT**

Beginning with an overview of recent executive decisions impacting the LGBTQ community, this session highlights current legislative efforts to either expand or curtail LGBTQ 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.



# PARTNERSHIP OPPORTUNITIES

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- 1** Bring Out & Equal education to your workplace!
- 2** Partner with our Research Institute to create custom internal surveys, collaborate on white papers, or benchmark programs
- 3** Share your expertise with other D&I practitioners and LGBTQ workplace advocates at Leadership Day and the Workplace Summit

## CONTACT INFORMATION

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OUT & EQUAL  
WORKPLACE ADVOCATES