



Shaping The Future of Global  
LGBTQ Workplace Inclusion

- Intersectional
- Interactive
- Empowering

# 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, and the Workplace Summit.

Our custom 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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## MEET THE TEAM

Isabel Porras  
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Director

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## UNIVERSITY RESOURCES



### WEBINARS

Out & Equal's free online webinar series bring together experts in the field of diversity and inclusion (D&I) to share best practices around current LGBTQ workplace challenges. These series are geared towards D&I professionals, ERG leaders, and engaged allies, and showcase cutting-edge research from both our partner organizations and Out & Equal staff. Webinars are recorded throughout the year and archived in the Out & Equal Library.



### RESEARCH INITIATIVES

Out & Equal's Research Initiatives provides our constituents with cutting-edge resources on all issues related to LGBTQ workplace equality. Along with these resources, Research Initiatives collects, analyzes, and reports critical data to highlight the positive impacts of inclusion and the costs of discrimination. We can work with your company to create custom reports to meet your needs in instilling LGBTQ workplace equality.



### RESOURCES

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**

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-COMMUNITY: 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 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 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 us to create custom internal surveys, collaborate on white papers, or benchmark programs.
- 3** Organize a webinar with us to showcase your company's expertise in diversity and inclusion.

## CONTACT INFORMATION

[www.outandequal.org](http://www.outandequal.org) | [@outandequal](https://twitter.com/outandequal)



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OUT & EQUAL  
WORKPLACE ADVOCATES