



Create Diversity and Inclusion FOR LGBTQ EMPLOYEES



On June 15, 2020, the U.S. Supreme Court ruled that **LGBTQ employees are protected from workplace discrimination.**

An average out of court sexual harassment settlement costs a company \$40,000. (When taken to court, 67% of cases are ruled in favor of the employee with settlements costing an average of \$160,000 and taking 300+ days to resolve.)

Is your organization prepared to protect LGBTQ employees AND create an inclusive culture where all employees experience safety and belonging?

In this practical, hands-on training designed for LGBTQ employees and their coworkers, participants explore how to individually and collectively create safety and belonging for all employees – irrespective of their sexual orientation or gender identity.

Whether your organization has an existing diversity and inclusion values statement, policy, or training – or, your organization is just beginning conversations around equity in the workplace – this training will equip participants to develop the mindset, skills, behaviors, policies, and communication skills to support LGBTQ employees to thrive.

This training is appropriate for and can be customized to the specific needs of senior leaders, HR/talent development leaders, trainers, and individual departments. Because Create Diversity and Inclusion for LGBTQ Employees is experiential with individual participant coaching and training woven throughout, each in-person or virtual training is capped at 25 participants.

Please contact us to discuss running concurrent cohorts to put multiple teams of employees through this crucial training.



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Delivered as an **in-person training** day or via **four, 90-minute, LIVE video training sessions**, participants will develop the mindset and skillset to support LGBTQ employees to thrive in the workplace.

THE FOUR MODULES IN THIS COMPREHENSIVE, HOLISTIC CURRICULUM INCLUDE:

MODULE 1 Demystifying Sexual Orientation and Gender Identity

In this important foundational module, participants explore why conversations about sexual orientation and gender identity belong in the workplace – and, specifically, in diversity and inclusion training. They learn what sexual orientation and gender identity are (and are not), how heterosexism is baked into most organizational cultures, and why talking about LGBTQ issues benefits all employees and clients – irrespective of one’s individual identity.



MODULE 2 How to Be an LGBTQ Ally

In the second module, participants discover how to harness their emotional intelligence to create true belonging for marginalized populations in the workplace – especially when talking about sensitive topics like sexual orientation and gender identity. Participants discover the difference between “tolerating” and “valuing” LGBTQ employees – and why “valuing” is integral to creating safety and belonging. They develop the mindset and behaviors required to be an LGBTQ Ally at work (and with clients, family and friends). In addition, participants learn why LGBTQ community members have higher rates of suicide. Participants will compile simple and effective tools (including conversation starters) to address suicidal thoughts and feelings within one’s self or with another person.



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MODULE 3 Addressing LGBTQ Issues in the Workplace

The second half of the training dives deep into how organizations and their leaders, managers, and frontline employees can identify and root out conscious and unconscious LGBTQ bias individually and collectively. Participants explore how companies can create diversity and inclusion for LGBTQ employees (and their families) in the recruitment, hiring, and onboarding process. They explore key culture considerations for creating a sense of belonging for LGBTQ employees, their families, and for organizational clients. Plus, participants learn why companies must evaluate their leadership development pipelines and management training to ensure they are supportive of the unique, often unaddressed needs of LGBTQ employees.

MODULE 4 Taking Action

In this final, highly interactive module, participants put their learning into practice. They learn Elena's trademarked Mental Boardroom™ process to integrate their learning in the program with their day-to-day decision making. Through relevant, real-world case studies, participants explore how to communicate bravely in uncomfortable situations with coworkers, clients, family, and community members. Plus, participants have ample opportunity to reflect on their discoveries in the program, set individual and company goals, and explore how to transfer their insights into action.



About Elena Joy Thurston

Elena Joy Thurston is an inspirational LGBTQ speaker, trainer, and founder of the nonprofit Pride and Joy Foundation - which is dedicated to building self-awareness and safety for LGBTQ families and their allies. A Mormon mom of four who lost her marriage, her church, and her community when she came out as a lesbian, Elena's viral TEDx talk on surviving conversion therapy has been viewed 40,000+ times and landed her media and speaking opportunities with ABC, CBS, FOX, Boston's First Event, Seacoast Wellness Series, and THRIVE.

Learn more about Elena at PrideAndJoyFoundation.com.

ARE YOU READY TO CHAMPION YOUR LGBTQ EMPLOYEES?



Please contact **Elena Joy Thurston** at speaking@prideandjoyfoundation.com to discuss bringing Create Diversity and Inclusion for LGBTQ Employees to your organization.

