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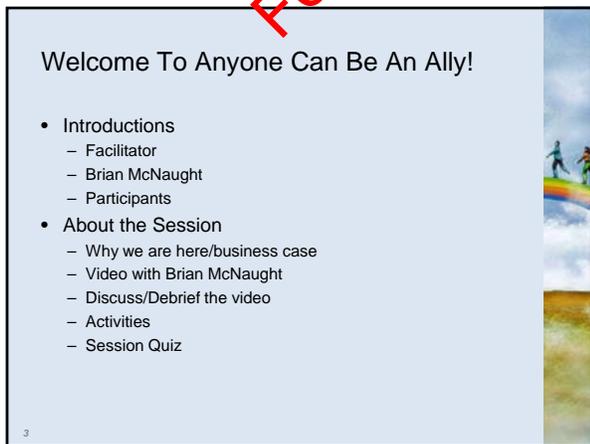
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### About Brian McNaught



- Named "the godfather of gay sensitivity training" by The New York Times
- Considered the world's leading corporate diversity consultant dealing with gay, lesbian, bisexual, and transgender issues in the workplace

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### Session Objectives

- The goals of this session are to:
  - Explain why this is a business issue
  - Put a face on the issues that confront lesbian, gay, bisexual and transgender people in the workplace
  - Learn what to say and when, what words to use, and how to get your words and music in sync
  - Recognize the important role of allies in creating a welcoming environment
  - Practice being an ally

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### Setting the Context

- We are here to create a welcoming environment for all employees
- We have policies in place to protect lesbian, gay, bisexual, and transgender members of the workplace
- Does our culture match our policies?
- This is not about changing beliefs—it's about changing behaviors

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Video



Watch and listen to what Brian McNaught and the team have to say about how *Anyone Can Be An Ally*.

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Anyone Can Be An Ally  
**VIDEO DISCUSSION AND ACTIVITIES**

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Video Debrief

- What "music" did you hear from the lesbian, gay, bisexual, and transgender employees?
- What "music" did you hear from the heterosexual employees?
- What are some indicators of welcoming and unwelcoming music?

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### Voices in the Workplace



- What are your thoughts about the opening voices?
- What emotions and opinions did you hear?
- Have you heard these types of things at work?
- What happens when people just don't know what to say or do?

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### Policies Don't Change the Culture



- What did Brian mean when he said that policies don't change the culture?
- How does this negatively affect organizations?

- 48% of college-educated gay people are closeted at work
- 73% of closeted gays are likely to change jobs within three years
- 39% of lesbian, gay, bisexual, and transgender workers reported experiencing some sort of workplace discrimination or harassment

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### Putting a Face on the Issue



- Review the stories from the video
- Discuss each story
  - What feelings came up for you?
  - What new insights did you gain?

Maria	Kim	Joanne	Tony	Calvin
				

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### Imagine What it's Like



Activity

"What did you do last weekend?"

- Pair off with another participant.
- Talk for three minutes about what you did last weekend.
- Do not mention anything about the people in your personal life (spouse, significant other, children, etc.)
- After 3 minutes, debrief with the large group.

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### Our Words and Our Music



Discussion

*"We have to get our music in sync with our words. The workplace environment is created not by policies but by the attitudes and behaviors of managers and co-workers."*  
—Brian McNaught

- Have you encountered work situations where attitudes and behaviors don't match the policies of the organization?
- What are some ways we can bring our words and music in sync?

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### An Ally. . .

...speaks up with composure and confidence. Our manner is our music.

...is clear and concise, but also welcoming and encouraging.

...doesn't blame or guilt trip, but also doesn't back down.



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### Being an Ally



- Review the stories
- Discuss how you could be an ally in each situation.
  - What can you do to encourage a welcoming environment?
  - Does your music show that you are respectful?
  - How can you communicate support?

Maria  


Kim  


Joanne  


Tony  


Calvin  


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### Words Have Power.....

- Supportive words encourage
- Stereotypical words demeans us



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### Learning the Correct Words....



*When we go to a foreign country and don't know the language, our anxiety is high. For many people, sexual orientation and gender identity are foreign languages.*

Brian McNaught

- Use the term sexual orientation, not sexual preference.
- Use the terms life partner, spouse, boyfriend/girlfriend, husband/wife; not roommate
- Being gay or lesbian is not an alternative lifestyle; it's a life
- A transgender person is not a "he-she," or a "tranny" but instead a transgender man or transgender woman
- "Gay is who I am, not what I do; It's not a choice."

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What it Takes to Be an Ally

- Clear and concise communication
- Empathy for others
- Education



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Some Things We Can All Do

- Develop cultural competence
- Use inclusive language
- Speak up!
- Personalize it



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Some Things We Can All Do



Activity

- Work in teams of 3-4 people
- Review the three scenarios and discuss ways to be an ally using:
  - Cultural competence
  - Inclusive language
  - Speaking up
  - Making it personal

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Conclusion and Quiz

- Questions/Answers
- What will you do differently based on what you learned today?
- Session Quiz



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