



For Evaluation Only--Not for Training

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?




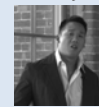
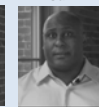
- 48% of college-educated gay people are closeted at work
- 73% of closeted gays are likely to change jobs within three years
- 39% of lesbian, gay, bisexual, and transgender workers reported experiencing some sort of workplace discrimination or harassment

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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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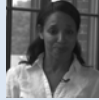
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Being an Ally





- 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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