Using education and training to open hearts and minds

According to the National Association for Law Placement, the percentage of lawyers who openly identify as LGBT has been steadily increasing, and is about double that reported in 2002. With more openly LGBT lawyers, and employees generally, there is a greater need for LGBT Ally training.

ambar.org/ally
The **HOW TO BE AN ALLY TOOLKIT** educates employees about being better allies to their LGBT coworkers. This Toolkit provides law firms, corporate legal departments, companies, and corporations with the materials needed to present a successful training program.

The Ally Toolkit provides a basic framework for understanding LGBT individuals and the unique challenges they often face in the workplace. This training is designed to create dialogue regarding what it means to be an ally via a number of tools and resources including:

☞ An overview of LGBT terminology
☞ The Do’s and Don’t’s of Being an Ally
☞ Employer Best Practices
☞ Roleplaying Scenarios
☞ LGBT Implicit Bias education
☞ Group Discussion and Self-Analysis

With the Toolkit, you can:

☞ Tailor the program to any audience.
☞ Present tools employees can use to measure their implicit bias.
☞ Facilitate discussion of how to handle challenging situations in the workplace.
☞ Customize the program to the format and time allotted.
☞ Offer future readings and learning opportunities.

The **HOW TO BE AN ALLY TOOLKIT** is a project of the American Bar Association Commission on Sexual Orientation and Gender Identity. For more information, visit ambar.org/ally.