Using education and training to open hearts and minds

Insert Logo,
Date of Program,
and/or Speakers Here
Insert Presenter Name

• Bullets about Presenter
Agenda for Today

- Presentation on Ally Training and Icebreaker
- Discussion of Implicit Bias
- Presentation of Scenarios
- Discuss Best Practices Guide
- Participant Goal Setting
- Close Program
“All People, regardless of Sexual Orientation or Identity, deserve a safe and supportive environment in which achieve their full potential.”

- Harvey Milk
First Thoughts
Ice Breaker

DISABLED           WHITES
BISEXUALS          GAYS
NEW YORKERS        WOMEN
MEN                LATINOS
TRANSGENDERED      ASIANS
POLICE OFFICERS    CALIFORNIANS
AFRICAN-AMERICANS  LESBIANS
TEACHERS           TRANSEXUALS
How to define Sexual orientation, Gender identity, and Gender Expression

- **Sexual orientation**: is the preferred term used when referring to an individual's physical and/or emotional attraction to the same and/or opposite gender. "Heterosexual," "bisexual" and "homosexual" are all sexual orientations.

- **Gender identity**: refers to a person's innate, deeply felt psychological identification as male or female, which may or may not correspond to the person's body or designated sex at birth (meaning the sex originally designated on the person's birth certificate).

- **Gender expression**: refers to how a person outwardly expresses their gender.
How to define lesbian, gay, bisexual and transgender, and other terms

- **Lesbian**: a woman whose physical and/or emotional attachments are to women.
- **Gay**: a man whose physical and/or emotional attachments are to men.
- **Bisexual**: a man or woman whose physical and/or emotional attractions and attachments are to persons of both genders.
- **Transgender**: an umbrella term that includes individuals of varying gender behaviors, inclusive of, but not limited to: ‘transsexuals’ who experience and/or express their gender identify by identifying or referring to themselves as having a gender other than that listed on the individual's original birth certificate, or by physically changing their sex; ‘heterosexual cross dressers’ and ‘drag queens and kings,’ who identify as their natal gender, but present as another gender for social, political or economic reasons; ‘transvestites’ who cross dress for psychosexual reasons; and others who question their gender identity or expression.
LGBT Terminology 101

**TRANS***

What does the * stand for?

*TRANSGENDER
*TRANSSEXUAL  *TRANSVESTITE
*GENDERQUEER
*GENDERFLUID  *NON-BINARY  *GENDERF*CK
*GENDERLESS
*AGENDER  *NON-GENDERED
*THIRD GENDER
*TWO-SPIRIT  * BIGENDER
*TRANSMAN
*TRANSWOMAN

Read more at ItsPronouncedMetrosexual.com
LGBT Do’s & Dont’s

Assumptions / Stereotypes
Terminology and word choices
Conversation
Awareness
Transgender
Gender neutrality
Pronouns
Bathrooms
Support
LGBT Implicit Bias

 Implicit Bias
unconscious stereotyping and prejudice that impacts perceptions of and behaviors toward social groups
LGBT Implicit Bias

Am I biased?

Yes

Whether we are female/male, affluent/not affluent, black/white/Hispanic/Asian/Native American/immigrant, gay/straight, disabled/abled, older/younger
LGBT Implicit Bias

Example of what IAT tests
Say the Color

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# LGBT Implicit Bias

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LGBT Implicit Bias

How do I measure my biases?

Take the Implicit Association Test
https://implicit.harvard.edu/implicit/takeatest.html

- Sexuality IAT
  - Race IAT
  - Gender IAT
  - Age IAT
  - Weight IAT
Combatting LGBT Implicit Bias in the Legal Profession

While many may think there are high percentages of LGBT individuals in the legal profession, the reality is still much different. LGBT individuals are less likely to go to law school than their straight peers and less likely to remain in the legal profession. Why is this? What are some of the ways to address these issues? Many think that implicit bias may be one of the main factors. Implicit bias — unconscious stereotyping and prejudice that impacts perceptions of and behaviors toward social groups — is receiving increased attention in the scientific and legal communities.

This interactive webinar will explore implicit bias in the legal profession, ask why LGBT individuals struggle against implicit bias both before and after securing legal employment, and how individuals (both straight and LGBT) can work to be better allies toward their LGBT coworkers. Our speakers will provide background on social science methodologies with respect to implicit bias generally, as well as some current issues specific to implicit bias toward LGBT persons. There will be a discussion on the effects of implicit bias in employment and the consequences on the careers of LGBT lawyers. Our speakers will share personal experiences and offer practical suggestions for combating implicit bias and becoming a better ally in the both the legal and broader employment community.
Produce your own live or teleconference presentation on LGBT implicit Bias

For Speaker Suggestions visit the Toolkit Speakers Database

Click [Here](#) to view
Working Through Real-World Scenarios

Scenario Objectives

• Facilitate a robust discussion of each scenario.
• Equip participants with the tools to address each real-world scenario from multiple viewpoints.
• Present a format that is flexible enough to allow a group to focus on a particular issue within any given scenario.
• Serve as a self-contained study kit for individuals.
Working Through Real-World Scenarios

Scenario Topics

- Dealing with open LGBT discrimination in the workplace
- The ‘coming out’ process
- Creating a more ‘gay-friendly’ work environment
- Job satisfaction
- Helping LGBT
- Marriage and family
- Gender Stereotypes
- Physical appearance
- Perceived Harassment
LGBT Best Practices in the Workplace

A Guide outlining steps for promoting (internally and externally) LGBT diversity

Download Here
Individual Goal Setting

• Examples could include:
  – Sending an email six months after training to ask participants to reflect on their progress.
  – Asking participants to write down their goals and give them to trainer/diversity partner who can keep a copy and provide a copy to participants and then check in down the line.
Leveraging Your Content

- Appoint scribes charged with taking detailed notes of your Ally training. Use the scribe’s notes to create a follow-up article to be published.
- Distribute news of the program and follow-up report or article in social media.
- Consider taping all or part of the program to create podcasts and post online.
Wrapping Up!

• Thank you for joining us today, and please help us spread the word!

For more information and to download other resources for the Toolkit, visit the ABA Commission on Sexual Orientation and Gender Identity website at www.ambar.org/ally
Thank You!

The SOGI Commission would like to thank AT&T for making this toolkit a reality.

We would also like to thank and recognize the hard work of the Toolkit Committee, led by SOGI Commission Takeia Johnson.