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
<table>
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<th>First Thoughts Ice Breaker</th>
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<td><strong>DISABLED</strong></td>
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<tr>
<td><strong>BISEXUALS</strong></td>
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<td><strong>NEW YORKERS</strong></td>
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<td><strong>MEN</strong></td>
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<td><strong>TRANSGENDER</strong></td>
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<td><strong>POLICE OFFICERS</strong></td>
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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
*TRANS MAN
*TRANS WOMAN

read more at It's Pronounced Metrosexual.com
LGBT Do’s & Don’ts

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

#### Say the Color

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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
How Can I learn more about LGBT implicit biases?

View the SOGI LGBT Implicit Bias Webinar
Click Here to view
LGBT Implicit Bias

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](http://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.