



Training Guide

Embracing the importance of supporting LGBTQ+ individuals, Greater Boston PFLAG is your partner in creating inclusive spaces that radiate belonging and empowerment for all, regardless of races, ethnicities, genders, sexualities, abilities, and beliefs; All of us together *creating a caring, just, and affirming world for all LGBTQ+ people and those who love them.*

Who are we?

We are parents, families, friends, and lesbian, gay, bisexual, transgender, and queer people. Our members represent many different faiths, races, ethnicities, ages, abilities, and incomes. We are a unique voice in the ongoing pursuit for inclusion and equality for LGBTQ+ people in Massachusetts, with a focus on communities of allyship in the Boston MetroWest region.

How can we help you and your organization?

We can help you and your organization change attitudes and create an environment of understanding and societal affirmation so that our LGBTQ+ family members and friends can live in a world that is safe and inclusive.

Please see this Training Guide to learn more.

Schools & Community Groups



“Children are our greatest treasure, they are our future” - Nelson Mandela

We must do all we can to nurture the future success of youth of every identity. Youth mental health research from The Trevor Project’s 2022 National Survey¹ consistently highlights that affirming and supporting young people’s identities promotes their future success. Through **acceptance and empathy**, we can nurture the potential of LGBTQ+ individuals.

Greater Boston PFLAG’s educational Trainings cover a variety of topics centered around LGBTQ+, identity, and expression. Our skilled Trainers collaborate with your team to instill the knowledge and skills required to make your spaces more welcoming for LGBTQ+ individuals. Our Training **empowers students, parents, teachers, staff, and community organizations with allyship strategies** vital for being friends and advocates of the queer community. Our Trainers bring forth distinct LGBTQ+ voices and experiences, while our **programs highlight current events and historical insights** from the community and its pioneers.

Greater Boston PFLAG will guide you in navigating current news and local occurrences, **identifying misinformation, countering false narratives**, and responding with authenticity and compassion.

Dive into our Training Descriptions to explore our programs and discover the best fit for your group. Our dedicated team and Trainers collaborate closely with your institution’s requirements to craft a curriculum that precisely aligns with your Training aims and aspirations.

¹The Trevor Project, “2022 National Survey on LGBTQ Youth Mental Health”, *The Trevor Project*, 2022, <https://www.thetrevorproject.org/survey-2022/>.

Schools and Community Groups Training Packages

Community Group Training Package - \$350

- 90-minute Training session featuring your organization's choice of topic from our "Greater Boston PFLAG Training Guide"
- Curated digital or non-digital presentation slideshow
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training

Teacher Training Package - \$350

- 90-minute Training session featuring our "Creating Safer Communities" Presentation
- Curated digital or non-digital presentation slideshow
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training

Parent Training Package - \$350

- 90-minute Training session featuring our "Supporting Caregivers of LGBTQ+ Youth" Presentation
- Curated digital or non-digital presentation slideshow
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training

Student Training Package - \$250

- 90-minute Training session featuring your organization's selection from our "Greater Boston PFLAG Training Guide"
***Student Training sessions may be limited to 60 minutes upon request*
- Curated digital or non-digital presentation slideshow featuring accurate and age-appropriate content
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training

Community Series Training Package - \$900

- (4) 90-minute Training sessions featuring 4 topics selected by your organization from our "Greater Boston PFLAG Training Guide"
- (4) Curated digital or non-digital presentation slideshows
- (4) 30-minute consultation meetings prior to each of your scheduled Trainings
- GBPFLAG Trainer responsible for content delivery and discussion facilitation
- GBPFLAG Speaker responsible for co-facilitation and story-sharing
- Downloadable Resource Materials provided upon conclusion of Training

Community Speakers Training Package - \$450

- 60-minute Panel discussion
- One 30-Minute consultation meeting prior to your scheduled Panel
- (Up to 4) GBPFLAG Panel Speakers
- GBPFLAG Staff member responsible for moderating and guiding the Panel
- Downloadable Resource Materials provided upon conclusion of Panel

Corporations & Small Businesses



Gone are the days when diversity was overlooked and inclusivity took a backseat. Today, we celebrate the strength derived from our diverse identities and experiences, recognizing that a varied workforce brings an array of perspectives, backgrounds, and talents. **We know that successful businesses promote diverse hiring, equitable treatment of employees, and inclusive community (DEI).** Research consistently demonstrates that businesses intentionally focusing on DEI witness a substantial **boost in employee productivity and innovation**². Cultivating a cohesive community of diverse individuals within your business is pivotal for success!

Workplace behavior is profoundly influenced by the comfort we feel among our colleagues. For LGBTQ+ employees, revealing their authentic selves at work can prove more challenging than it is for their cisgender and heterosexual peers. Often a minority within the workplace, LGBTQ+ individuals confront heightened discomfort due to discrimination, harassment, and a sense of exclusion. Limited exposure and experience can contribute to their colleagues' lack of empathy. Even allies of LGBTQ+ co-workers require essential **educational tools to foster a non-discriminatory and inclusive environment** for diverse co-worker and customer identities.

Greater Boston PFLAG's educational Training sessions offer a wide spectrum of program topics, centering on **LGBTQ+ perspectives, identities, and self-expression**. Guided by our adept Trainers, these sessions furnish your staff with invaluable **allyship techniques**, giving them the knowledge and skills they need to interact empathetically and effectively with colleagues and customers.

See our Training Descriptions to explore our programs and discover the best fit for your group. Our dedicated team and Trainers collaborate closely with your institution's requirements to craft a curriculum that precisely aligns with your Training aims and aspirations.

²David Michels, Kevin Murphy, Karthik Venkataraman, "How Investing in DEI Helps Companies Become More Adaptable", *Harvard Business Review*, 2023, <https://hbr.org/2023/05/how-investing-in-dei-helps-companies-become-more-adaptable>.

Corporations & Small Businesses Training Packages

Group Training Package - \$1,000

- 90-minute Training session featuring our “Allyship in the Workplace” presentation
- Curated digital or non-digital presentation slideshow
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training

Custom Group Training Package - \$1500

- 90-minute Training session featuring a topic of your organization’s selection from our ‘GBPFLAG Training Guide’ or other topic of your choosing (in consultation with GBPFLAG Staff).
- One 30-minute consultation meeting prior to your scheduled Training.
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation. Shared Speaker story.
- Downloadable Resource Materials provided upon conclusion of Training.

Pride Presentation/Training - \$2,000 (single Training in the month of June)

- 90-Minute Training session featuring our “Allyship in the Workplace” presentation
- Curated digital or non-digital presentation slideshow
- One 30-minute consultation meeting prior to your scheduled Training
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation (Speaker assignment when applicable)
- Downloadable Resource Materials provided upon conclusion of Training

“Better Business” Series Training Package - \$3,500

- (4) 90-minute Training sessions featuring 4 topics of your organization’s selection from our ‘GBPFLAG Training Guide’
- (4) Curated digital or non-digital presentation slideshows
- (4) 30-minute consultations meeting prior to each of your scheduled Trainings
- GBPFLAG staff Trainer responsible for content delivery and discussion facilitation
- GBPFLAG Speaker responsible for co-facilitation and story-sharing
- Downloadable Resource Materials provided upon conclusion of Training

Panel Package - \$1000

- 60-minute Panel discussion
- One 30 minute consultation meeting prior to your Panel
- (Up to 4) GBPFLAG Panel Speakers
- GBPFLAG Staff member responsible for moderating and guiding the Panel
- Downloadable Resource Materials provided upon conclusion of Panel

Discussion Package - \$1,000

- 60-minute Discussion with members of your organization about “Allyship in the Workplace” best practices and techniques. Participants will have the chance to engage with a shortened presentation and then share in a facilitated roundtable
- Up to 25 Participants from your organization may engage in the discussion
- GBPFLAG Staff member responsible for moderating and guiding the topics and discussion flow
- Downloadable Resource Materials provided upon conclusion of Panel

Training Descriptions

FOR EVERYONE :

LGBTQ+ Identity, Expression, and Transgender 101 (Part 1)

Understand LGBTQ+ terminology and the practice of inclusive language in this Training. Participants will be able to distinguish between gender identity, gender expression, sex assigned at birth, and sexual orientation as separate but intersecting aspects of one's identity. Exploring Transgender identity, participants will practice pronoun usage and allyship techniques to support gender-expansive individuals. Engage in thought-provoking discussions to enhance your skill in embracing inclusive language and fostering affirmation. This Training equips you with the tools to cultivate an attitude of respect and understanding for LGBTQ+ identities.

LGBTQ+ Identity, Expression, and Transgender 101 (Part 2)

Part 2 of the Training is an extension of Part 1, delving further into LGBTQ+ subjects. We'll explore challenges that LGBTQ+ individuals face in a mostly heteronormative society. This Training takes a closer look at gender and expression with further explanation of gender-expansive identities including experiences of trans and nonbinary folks. Allyship is strengthened through empathy and understanding, as participants strive to truly comprehend others' experiences. By actively listening, learning, and valuing diverse perspectives, allies will be supportive and inclusive in their perspective and understanding of the LGBTQ+ community.

Focusing on Intersectionality

In the complex landscape of identity, this Training spotlights the intersection of diverse identities within the LGBTQ+ community. Explore how identities like race, ethnicity, ability, and socio-economic background intersect with held identities of gender and sexual orientation. Participants will gain a critical understanding of the unique challenges and experiences faced by individuals navigating multiple identities on both a social and legal level. Expand awareness, challenge assumptions, and build a more equitable and understanding environment for all.

Navigating Through Misinformation in The News

Feeling puzzled by what you're encountering in the news on television? The array of political viewpoints surrounding LGBTQ+ issues has stirred up a fog of uncertainty. The lack of knowledge and awareness only fuels the dissemination of misleading and confusing information, leaving people frustrated. At GBPFLAG, we dive into ongoing media discussions with participants, striving to separate fact from fiction. Our aim is to counteract hurtful rhetoric by referencing research that illuminates the harm caused by public debates about LGBTQIA+ individuals. We're committed to enlightening participants about the verifiable positive outcomes linked to inclusivity.

Celebrating Queer Culture Past and Present (LGBTQ+ Icons and History)

Queer culture, resilient and vibrant, celebrates its rich history through art, literature, and activism. Pioneers like Marsha P. Johnson and others at The Stonewall Riots began a movement that we know today as the modern LGBTQ+ rights movement. Today, pride festivals, social media, and drag are everywhere! Learn about LGBTQ+ culture and heroes today that are championing representation and inclusion. Embracing its past and present, queer culture inspires the world towards an inclusive and compassionate future. Participants will have the opportunity to share their own life moments of queer joy in a celebration of our active resistance and resilience as a community!

For Corporations & Small Businesses:

Allyship in the Workplace

With this Training, participants will be equipped with the frameworks, tools, and resources to better ally with LGBTQ+ coworkers. Training in this area leads to higher retention and development of diverse talent and experiences within your employee base. Participants will practice techniques of allies that include speaking up, calling in/out, using pronouns, and advocating for LGBTQ+ colleagues. Businesses will learn how to implement policies and practices that affirm and support LGBTQ+ coworkers, practices that honor and respect the myriad ways that people identify within the LGBTQ+ community.

Being Out in the Workplace

There are millions of LGBTQ+ adults within the US workforce. As a colleague, supervisor, or leader, you have the power to proactively support this sector of the working population through individual, interpersonal, and institutional “best practices”. Learn to promote positive attitudes, respectful interaction, and policies that respect and celebrate the principles of DEI at work. If you hold an identity that is LGBTQ+ in the workplace, we are here to support you. Come learn more about your rights as an employee and how to advocate for yourself and your colleagues.



For Schools & Community Groups:

Supporting Caregivers of LGBTQ+ Youth

What does it mean to be a parent, guardian, or caregiver of an LGBTQ+ child? What supports do caregivers need? This Training, for parents and caregivers of LGBTQ+ youth, explores the unique experiences that are involved with raising and supporting LGBTQ+ youth. Explore identity, expression and growing up queer; learning from and discussing caregiver's perspectives on best practices for LGBTQ+ youth and family members. In this Training, participants will have a chance to discuss their experiences navigating caregiving and discuss how reality for LGBTQIA+ youth have changed for better and for worse today.

Discussing Identity with Youth

Engaging in open discussions about identity with young individuals is crucial in fostering self-discovery, empathy, and an understanding of diverse experiences, including LGBTQIA+ identities. Addressing topics such as gender identity, expression, and sexual orientation encourages them to embrace their uniqueness from an early age, while also promoting a more inclusive and understanding society. By creating a safe and non-judgmental space for these conversations, we empower youth participants to navigate their identities, including their LGBTQIA+ identities, with confidence and age appropriate respect for both themselves and others.

Creating Safer Communities

How can we all contribute to making safer and more accepting communities for LGBTQ+ students and youth? For educators, staff and anyone who wants to help support LGBTQ+ people but don't necessarily know where to begin. Learn LGBTQ+ basics and inclusive language, conversation techniques including micro affirmations and pronoun use. With this Training develop your skills and adapt actionable tools to create more inclusive and affirming learning spaces and communities.

De-Mystifying Gender Affirming Care (GAC)

What is "gender affirming care" and what does it mean? This program is designed to enlighten participants about the good and necessity of "gender affirming care" for trans and gender non-conforming folks. By dispelling misunderstandings and biases and explaining GAC's basis in scientific, historical, and social fact, participants will gain knowledge of what gender affirming care entails. We aim to equip participants with the knowledge and empathy needed to understand the necessity of inclusive and individualized healthcare.

Coming Out and Navigating Family Dynamics

"Coming-Out " can be a difficult conversation to navigate between youth and adults, but it does not have to be. This Training builds an adult's knowledge and understanding of identity and the ways in which living authentically can have a positive impact on LGBTQ+ people's lives. Participants will learn positive reactions, words of encouragement, and signs of affirmation to best support LGBTQ+ youth who come out to them. Become an ally to queer youth by learning about coming out.