



LGBT Dialogues



The FutureWork Institute

In and Out of the Closet: Gays and Lesbians at Work

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- ❑ Participants discuss myths versus facts about gay men and lesbians in the workplace. An interactive exercise entitled “Don’t ask! Don’t tell!” allows participants to experience first-hand what it might be like to conceal their sexual orientation at work.
- ❑ A special feature of this learning room is a video on issues for gays and lesbians in the workplace, *Out of the Closet at Work; Guess What the Problem Is?*
- ❑ Participants also take a terminology quiz and then are free to submit anonymous questions they want addressed about LGBT employees. Lingering questions and concerns are addressed in a non-threatening way, leading to deeper appreciation, understanding and knowledge.
- ❑ After a presentation on LGBT best practices from FWI’s database, the session closes with a discussion on specific steps we can take to create a more open environment for LGBT employees.
- ❑ By the end of the session, participants have deepened their understanding of the emotional impact of being a member of the LGBT community in the workplace and received information on what they can do to create a more inclusive work environment.

Shifting Winds: Dialogues on LGBT Perspectives, Perceptions & Policies

- ❑ This session focused on the fact that the winds of change are shifting the attitudes of each generation around the LGBT community, impacting policies in Washington, around the world and in organizations throughout the US.
- ❑ Participants discuss changing attitudes in religious America and how diverse perspectives from the LGBT community point to a different reality in the years ahead for their organization.
- ❑ The dialogue centers on what the future holds for LGBT people and their concerns: How will the current momentum in Washington impact that future? How will the Millennial generation contribute to that change?
- ❑ Discussing these and other questions, and engaging in interactive exercises and dialogues, participants will explore the question: why is this such a hopeful moment for the LGBT community, despite setbacks and pockets of backlash?