



## How Are You Celebrating YOUR LGBTQIA+ employees at work this Pride?

For the LGBTQ+ community, Pride Month is an opportunity to celebrate being who you are and loving who you love. Pride also serves as a reminder of the importance of diversity and inclusion, the joy and power of recognizing the full value of everyone on our team and that the battle for acceptance and inclusion is far from over.

Listed below are some of the many LGBTQIA+ Keynotes, Speaking Engagements, Educational Sessions & Workshop Series that Unstoppable Performance Leaders is offering to support you with last minute Pride Month initiatives

### Keynotes/Speaking Engagements

#### Topics

1. LGBTQ+ 101: Importance of Language and Terminology

2. LGBTQ+ Community and Intersectionality

3. LGBTQ+ Women in the Workplace

#### Brief Description

A review of the key terms and concepts to better understand the LGBTQ+ community. This workshop will include information around language, stereotypes, gender roles, representation, and more!

Discuss with team members of varying identities the concept of intersectionality and the ways LGBTQ+ identities intersect with other identities or lived experiences.

A discussion around the challenges women and specifically LGBTQ+ women face, both within the workplace and more broadly in the LGBTQ+ community, and how we can all be better allies to all women, and 'show up' for LGBTQ+ women everywhere.

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#### 4. Living Authentically

Through sharing their own stories and lessons learned, facilitators will share how they came to live authentically and how listeners can be more authentic in their own lives.

#### 5. LGBTQ+ Allyship in the Workplace

A conversation specifically for LGBTQ+ allies on ways to create and uphold a safe and welcoming workplace - both structurally and culturally.

#### 6. Pride Roots

Where the Fight for LGBTQ+ Equality Began, and Where it is Now Explore the history of the LGBTQ+ rights movement, key figures, and discuss the current state of the fight for equality.

#### 7. Leading from the Front: Partnering with ERGs on LGBTQ+ Workplace Equality

This session, specifically designed for company leaders, focuses on how executives can partner with ERGs to enact change and create an inclusive environment for all people.

#### 8. Gender Identity 101

Learn about transgender identities, experiences, and ways to be an impactful ally and advocate. This session also covers the concepts of freedom from binaries and stereotypes of sexual orientation, gender identity and gender expression

#### 9. Supporting LGBTQ+ Youth

A conversation for people to learn about the experiences of queer youth, the issues that they face on a day-to-day as well as national legal basis, and ways that we can all be better allies.

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## 10. LGBTQ+ Parents & Caregivers

LGBTQ+ Parents and Caregivers are the same as other parents and caregivers - with the same joys, challenges, and everything in between. They also face unique challenges - legal roadblocks, the need to educate others, not feeling they fit in traditional parents and caregivers' groups, and fears of safety. In this session, we will explore how you can help LGBTQ+ parents and caregivers feel seen and heard.

And then there are the following additional customizable topics and durations to fit YOUR needs, delivered by Stan C. Kimer. A nationally recognized consultant and speaker on all areas of workplace diversity Stan served as IBM's corporate global LGBT diversity manager, during which time he expanded IBM's LGBT diversity initiatives globally and established IBM's procedures for supporting transgender employees, including case management of employees undergoing gender transition while in the workplace.



1. LGBTQ+ Diversity & Inclusion - Respect in the Workplace / Business Case and Execution (75 - 90)
2. LGBTQ+ Diversity - Supporting coworkers and customers (2 hours)
3. Let us Talk Pronouns! Supporting Transgender and Nonbinary People (75 minutes)
4. The Diverse and Continual Process of Coming Out (60 - 75 minutes)
5. The LGBTQ+ Culture and Community - a more lighthearted approach (75 minutes)
6. LGBTQ+ Diversity in the Workplace and Marketplace - Strategy and Execution

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## 7. My journey and 8 Life Lessons as an Out Gay Man That Can Apply to Everyone (45 minutes)

### Workshops

#### Workshops

1. Supporting trans, non-binary, and gender expansive colleagues and communities (Part 1 & Part 2) Time = 1.5 Hours

2. Anti- Racism through an LGBTQIA+ intersectional approach Time = 1.5 Hours

3. Supporting our LGBTQIA+ children: A workshop for parents of LGBTQIA+ communities Time = 1.5 Hours

4. Developing LGBTQIA+ inclusive policies and supervisory practices at work Organizational Consulting

#### Goals & Outcomes

Develop an understanding of language, terminology, and best practices and "don'ts" for creating an inclusive and equitable gender inclusive environment.

Review of important historical figures and socio-political moments towards Trans and LGB Liberation. Analyze how racism, transphobia, classism and/or lgb discrimination manifests and impacts lived experience of BIPOC LGBTQIA+ communities.

Develop understanding of gender identity/experience, development, and age best practices for communicating and supporting gender expansive children It takes a village: communicating with supportive and/unsupportive family & tools for finding community.

Review of onboarding, organizational paperwork, and practices for LGBTQIA+ and gender expansive communities. Review and rewrite of bathroom, community and social policies and practices for inclusion of gender and sexuality.



## Educational Sessions

### Workshops

#### 1. The LGBTQ+ Community: Foundational Education

### Goals & Outcomes

1. Increased awareness and greater understanding of the LGBTQ+ Community through a mixed media learning approach 2. Recognizing the personal and professional impacts on employees when there is either inclusion or exclusion in the workplace 3. Best practices for how to demonstrate inclusive behaviors that promote a collaborative, accepting, supportive and respectful environment for everyone

#### 2. The LGBTQ+ Workplace Experience: Past, Present, & Potential

1. In depth education about the LGBTQ+ Community work experience, past and present 2. A roadmap for the potential future of LGBTQ+ employees and tools to prepare companies on how to best support the LGBTQ+ Community while building an infrastructure that will have lasting effects 3. Best practices for how to be an Ally at work by recognizing how our beliefs influence our behaviors and can ultimately impact others

#### 3. The Power of Pronouns

1. A detailed overview of pronouns and the impact of gendered pronoun usage 2. The methodology of 'Ask / Apologize / Advocate' and the greater meaning behind why to incorporate this strategy into our personal and professional interactions 3. Best practices for how to hold ourselves and others accountable while continuing to enhance our knowledge to lead by example

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The above sessions can be delivered Virtually or In-Person, can be delivered by 1 or 2 expert Facilitators, can be delivered to groups and in segments of 90 Minutes, 2 Hours, or 4 Hours

Once you have selected a workshop, education session or keynote, we will arrange to have you meet with our exclusive leaders and facilitators who will walk you through speaking points and necessary presentation to make sure that the content aligns with your company values. We will provide the link to the recording which will be valid for 30 days from the date of the event and available to team members who are unable to attend

Considering that we are in the second week of June, and the last two weeks of June are already filling up, we request you to get in touch with us as soon as possible at this email address in case of interest [minki@unstoppableperformanceleaders.com](mailto:minki@unstoppableperformanceleaders.com) We will do our best to accommodate as many requests as possible.

Unstoppable Performance Leaders is a global consultancy providing best in class solutions, support and expertise in Diversity, Equity & Inclusion to organizations that aspire to leverage belonging and inclusion as key business drivers. Our network of business partners and performance leaders gives us the depth and diversity to perfectly match client needs to services

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## Meet some of our Exclusive Keynote Speakers & Workshop Facilitators!

Brian McComak



Brian McComak is a consultant, speaker, author, and facilitator with over 25 years of experience in DEI, HR, culture, change management, internal communications, and employee experience. He is the Founder & CEO of Hummingbird Humanity.

Steve Disselhorst CPCC



Steve Expertise in coaching, consulting and advising diversity, equity, inclusion & leadership development through building strategy, developing programming, and engaging executive stakeholders & employees.

Julia Hamilton



Julia is an MBA 2023 Candidate at London Business School. Prior to the MBA, Julia worked at Goldman Sachs for over 5 years across teams within Operations, Risk Management and Compliance.

Ben Greene



As one of the only transgender people in his town, Ben became established as a go-to source of information about the trans community and fell in love with advocacy and education.

Dio Aldridge & Kristen Surla



Dio Aldridge & Kristen Surla met at Oberlin College's Multicultural Resource Center where they led intersectional focused programs and coalition building across LGBTQIA+, BIPOC, immigrant, and first-generation college student communities. They have delivered workshops at many events like Aids Health Foundation, Planned Parenthood, Pride South Side etc.

JEFFERY B. STRADER



Jeffery B. Strader is the Director of LGBTQ+ Practice & Internships and Sr. Consultant for The Kaleidoscope Group (KG) a full-service Diversity, Equity, and Inclusion consulting firm dedicated to unlocking the human potential. He is responsible for overseeing the relationship between clients and the firm. Jeffery is also a part of the Subject Matter Expert group, providing dedicated and focused delivery support.

Celebrating Pride  
with  
Unstoppable Performance Leaders