

# Virtual Event Catalogue

**Conversations that build understanding,  
strengthen culture, and support LGBTQ+ inclusion**





# Foundational Learning

## 1 LGBTQ+ 101

**Core Idea:** Build foundational understanding of LGBTQ+ identities and experiences.

**Overview:** This session offers a clear, welcoming introduction to LGBTQ+ terminology, identities, and lived experiences. We'll break down common misconceptions and answer the questions people are often unsure how to ask. Participants leave feeling more confident, more informed, and better equipped to contribute to an inclusive workplace culture.

## 2 Trans 101: We've Always Been Here

**Core Idea:** Trans people are not new—we've always been part of human history.

**Overview:** Increased visibility can make it seem like trans identities are a recent phenomenon. They're not. Together, we'll explore gender diversity across cultures and time, grounding the conversation in real lived experiences today. This session builds historical context while deepening empathy and understanding.



# Foundational Learning

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## Inclusive Language

**Core Idea:** Small shifts in language can create meaningful belonging.

**Overview:** Inclusive language doesn't require perfection—it requires intention. We'll explore practical ways to avoid assumptions, use pronouns respectfully, and make everyday communication more welcoming. Participants leave with immediately actionable tools that strengthen workplace culture for everyone.





# History & Cultural Context

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## Queer Excellence Throughout History

**Core Idea:** LGBTQ+ people have shaped every field—and continue to do so.

**Overview:** From science to sports to the arts, queer and trans people have always contributed to innovation and progress. This energizing session highlights both well-known icons and overlooked changemakers. Perfect for Pride Month or LGBTQ+ History Month, it offers inspiration rooted in real stories.

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*Building a relationship with Point of Pride through our LGBTQ+ employee resource group programming has been an incredibly rewarding experience, and we are grateful to support their mission. From heartfelt card-writing to engaging live virtual education sessions, our employees have had meaningful opportunities to connect and learn more about the LGBTQ+ community.*

—SB Knobel, ERG Leader



# History & Cultural Context

## 5 The History of Pride

**Core Idea:** Pride began as protest—and continues as both celebration and resistance.

**Overview:** This session traces the path from the Lavender Scare and early organizing efforts to the Stonewall Uprising and modern-day celebrations. Participants gain meaningful context for how Pride has evolved—and why it still matters.

## 6 Survival, Care, and Community: The AIDS Crisis and What It Taught Us

**Core Idea:** Lessons in resilience, advocacy, and collective care.

**Overview:** This session examines the AIDS crisis through the lens of community response and direct action. We'll explore institutional failures, the rise of grassroots advocacy, and the enduring lessons around stigma, solidarity, and healthcare equity that remain deeply relevant today.



# Understanding Today's Climate

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## Debunking Myths About Gender-Affirming Care

**Core Idea:** Separate facts from fear-based narratives.

**Overview:** Gender-affirming care is frequently discussed—but rarely explained accurately. In this session, we'll unpack what this care actually entails, clarify common misconceptions, and explore how misinformation spreads.

Participants will walk away with practical tools to evaluate claims and speak up with confidence.

**Anti-trans legislation harms the medical and mental health of trans people of all ages.**

A 2023 Trevor Project survey found:

**65%**

of respondents taking hormones were somewhat or very concerned about losing access to this care.

**1 in 3**

reported their mental health was poor "most of the time" or "always" due to anti-LGBTQ+ policies.

**2 in 3**

reported that whenever new state or local laws were proposed, it made their mental health a lot worse.

Debunking myths

### Trans kids

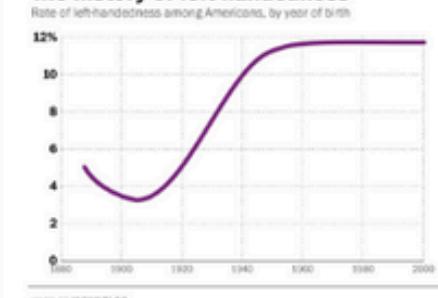
**3** Kids (especially those assigned female at birth) are only identifying as trans because of social media and their peers.

**Reality:** "Social contagion" is not driving an increasing number of adolescents to come out as trans. A study published in Pediatrics in August 2022 found that this is simply not true.

The number of transgender young people probably hasn't changed, but young people are finding that it safer to be who they are. There is more information available and less stigma.

Being trans is not new. We've always been here.

### The history of left-handedness





# Understanding Today's Climate

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## How to Make Sense of What You're Hearing About Trans People Right Now

**Core Idea:** Bring clarity to a noisy media landscape.

**Overview:** Trans people are 1% of the population, so why do trans issues dominate headlines? This session offers historical and social context for today's narratives, explores how moral panics take shape, and provides a grounded framework for evaluating claims thoughtfully rather than reactively.

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## Why Trans Issues Aren't Just "Trans Issues"

**Core Idea:** Trans rights connect to broader questions of autonomy and equity.

**Overview:** Using trans healthcare and policy debates as a case study, this session examines how bodily autonomy, medical access, and self-determination intersect across communities—and why these conversations matter far beyond one group.



# Workplace Skills & Allyship

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## Developing Allyship in the Workplace

**Core Idea:** Move from intention to action.

**Overview:** This practical session walks through real-world scenarios—coming out conversations, interrupting bias, advocating for policy changes—and offers tools to build confident, effective allyship in everyday workplace moments.

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## Good Intentions, Harmful Impact: Common Ally Mistakes and How to Repair Them

**Core Idea:** Mistakes happen, and that's okay. Growth happens through accountability.

**Overview:** Even well-meaning allies make mistakes. This candid session explores common missteps and how to repair them constructively. Participants leave with tools to rebuild trust and stay engaged instead of shutting down.



# Workplace Skills & Allyship



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## Ask the Questions You're Afraid to Ask (Respectfully)

**Core Idea:** Honest curiosity builds understanding.

**Overview:** This open Q&A session creates space for thoughtful questions without putting LGBTQ+ colleagues on the spot. Rather than expecting employees or ERG leaders to represent an entire community or field difficult questions themselves, this session shifts that responsibility to an external facilitator. Through clear ground rules and a focus on dignity, it's a supportive space for learning.



# Care, Community & Intersectionality

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## Mental Health Support & Resources for the Queer Community

**Core Idea:** Create space for care, reflection, and resilience.

**Overview:** This session shares affirming tools and resources for LGBTQ+ individuals and the colleagues who support them. It includes a guided meditation to invite calm into the day, along with optional space for reflection and shared insight.

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## Supporting Queer and Trans Family Members

**Core Idea:** Allyship extends beyond identity—it includes loved ones, too.

**Overview:** Many of your ERG colleagues are the parents, partners, or caregivers of LGBTQ+ people. This session provides insight, language, and practical strategies to help teams show up with empathy and meaningful support.



# Care, Community & Intersectionality

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## Intersectionality in Action: Queer and Trans Lives Are Not One-Dimensional

**Core Idea:** Identity is layered—and so are people's experiences.

**Overview:** This session introduces intersectionality as a practical framework for understanding how systems overlap—and what inclusive workplaces look like when we account for the full complexity of people's lives.





# Systems & Institutional Impact

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## Access Is Not Equal: “Available” Doesn’t Mean “Accessible”

**Core Idea:** Policies only matter if people can use them.

**Overview:** Coverage and protections may exist on paper—but real-world barriers like cost, geography, provider shortages, disability, safety concerns, and time off often make access complicated or impossible. Using LGBTQ+ healthcare as a lens, this session explores the gap—and what meaningful access truly requires from institutions.

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*The session provided us with comprehensive information, allowing us to develop a more nuanced understanding of the experiences and needs of our trans and LGBTQ+ colleagues. We left feeling empowered to make positive changes within our communities.*

—Sage Levene, Social Impact



# Systems & Institutional Impact

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## Beyond the Checklist: Building Truly Inclusive Benefits

**Core Idea:** Inclusive benefits require thoughtful design, not just compliance.

**Overview:** Designed for HR and leadership teams, this session takes a practical look at trans-inclusive benefits. Together, we'll examine common blind spots and outline concrete steps organizations can take to move from "technically covered" to genuinely supportive of your LGBTQ+ colleagues.

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## Inclusive Leadership in Practice

**Core Idea:** Culture is shaped by leadership behavior.

**Overview:** This session is designed specifically for managers and senior leaders. We'll explore how LGBTQ+ inclusive leadership shows up in hiring, performance management, and moments of conflict. Participants will leave with practical strategies to build trust, reduce risk, and model accountability across their teams.



## Or, custom programming: Let's build something together!

Looking for a panel guest, fireside chat, or a session tailored specifically to your team's goals or a specific LGBTQ+ topic? Let's build something that fits.

### Across all sessions...

- Interactive moments woven throughout to keep energy high
- Open dialogue via chat or live discussion in a respectful space
- Anonymous polls and Q&A to encourage participation
- Reflection questions introduced early and revisited later
- Optional letter-writing volunteer opportunities for hands-on engagement following the session

Interested in bringing one of these sessions to your team? **Let's chat!** Email Jeff Main, Executive Director, at [jeff@pointofpride.org](mailto:jeff@pointofpride.org).