



TANENBAUM

COMBATING RELIGIOUS PREJUDICE

Imagine...a more peaceful world that respects difference.
We are committed to making that vision a reality.

Workplace

Trainings

LGBTQ and Religion: Intersectional Trainings

ABOUT TANENBAUM

Employees increasingly bring their multiple identities – including their religious beliefs and practices – into today's multicultural workplaces. Despite this, workplaces are rarely prepared to respond when religious tensions emerge. Tanenbaum is the only secular, non-sectarian not-for-profit organization with over 20 years of experience providing workplaces with practical programs, resources, and trainings that help them function in a religiously inclusive manner.

Regularly sought out by multinational corporations, government agencies, and international non-profits, Tanenbaum helps align the religious needs of employees with the bottom line. Tanenbaum has the expertise to address these complex issues and works closely with clients to build skills and develop resources to effectively respond to religious issues in the workplace.

Training Formats

Tanenbaum trainings can be delivered in-person or via webinar. Both in-person trainings and webinars can utilize interactive polling technology to engage participants. Though in-person trainings might feature group discussions and role plays components that are not possible for webinars, webinars can be live-broadcast to potentially hundreds of participants and recorded for use at a later date. All activities must be pre-approved by your company.

Beyond the Blame Game: Religion and LGBTQ Inclusion at Work

Conflicts in the workplace often occur when one (or both) parties feel as though a core identity is being threatened. It is critical to acknowledge these divisive conflicts, but it is equally important to participate in conversations that identify the misinformation, stereotypes, and oversimplifications that are so regularly resorted to when tensions arise. By identifying the misperceptions, participants will also come to identify common pitfalls that companies face, such as blame-shifting, prioritization of some employees' identities over others, and attempts to change employees' beliefs or identities.

During this 90-minute joint facilitation, representatives from Tanenbaum and PFLAG National will provide real-life examples to illustrate the many ways that religious and LGBTQ identities intersect, discuss the common stereotypes and pitfalls that often stifle constructive conversations about this intersection, and strategies for creating inclusive workplaces, without pointing fingers. This conversation will set the parameters and possibilities for creating inclusive workplaces for employees regardless of their identities and beliefs.

The facilitators will help answer the frequent questions they encounter, such as:

- Can my company proactively address both religious and LGBTQ inclusion?
- Should religious employees be allowed to opt-out of LGBTQ initiatives if they feel uncomfortable?
- Should religious employees be allowed to actively protest LGBTQ initiatives if they disagree with the company's position?

After attending this session, participants will be better versed in the diversity of this intersection of identities in the United States, and the concrete ways that companies can improve their workplace culture on all fronts.

Specific topics would include, but are not limited to:

- Defining and contextualizing the many ways that religious and lesbian, gay, bisexual, and transgender identities intersect at work.
- Discussing common stereotypes and pitfalls that companies must overcome in addressing religious and LGBTQ inclusion at work.
- Identifying concrete next steps that participants can use to have more productive and inclusive conversations about the intersection of religious and LGBTQ identities at work.

Cost of 90-minute joint facilitation: \$11,700 (\$13,000 less a 10% Corporate Member Discount)*

**(plus travel expenses and lodging for 1 Tanenbaum staff member and 1 PLFAG staff member)*

Mirror, Mirror: Solutions for Challenges around Religious and LGBTQ Identities

A 60 to 90-minute session designed specifically for Human Resource and Diversity & Inclusion Practitioners would focus on understanding the many ways that religious and lesbian, gay, bisexual, transgender, and queer (LGBTQ) identities may intersect at work. The session explores the parameters and possibilities for mitigating conflicts that arise from common stereotypes and pitfalls and must be overcome to effectively address religious and LGBTQ inclusion at work. Tanenbaum will assist in identifying concrete next steps to create a culture of inclusion for all employees at work.

This session could be delivered as either a webinar or an in-person Lunch & Learn. If possible, for in-person sessions Tanenbaum will use live audience polling using sensors in order to engage participants. Sensors allow participants to answer questions anonymously and for the client company to engage in informal benchmarking. Webinars allow for an unlimited number of participants. Depending on platform capabilities, interactive polling, whiteboards, and multiple-choice questions may be used to engage participants.

In preparation for the session, Tanenbaum will conduct 2-3 confidential interviews to gain a sense of the current experience of religious and LGBTQ diversity among your company's workforce. The interviewees will be mutually agreed upon by Tanenbaum and your company. Pre-reading outlining trends and statistics could be provided in order to allow more time for case studies and practice during the session.

Specific topics would include, but are not limited to:

- The Business Case: An overview of the concrete ways in which proactively addressing religious diversity and sexual orientation/gender identity in the workplace can improve productivity, performance and retention.

- **The Legal Landscape:** A review of federal legal protections for religious identity and sexual orientation/gender identity and expression at work, and legal mandates related to providing reasonable accommodations for employees. As discussed, this portion of the presentation could be delivered via pre-read materials if agreed that the audience members have a strong foundation in this information.
- **Tanenbaum's 10 Bias Danger Signs ®:** Tanenbaum's ten danger signs of obvious and subtle forms of religious bias that frequently show up at work.
- **Finding Creative Solutions:** Case scenarios of situations provide a real-life opportunity to understand how issues of religion and LGBTQ identities emerge in the workplace, including religious expression and proselytizing, employee networks, attire, scheduling, interaction with sexual orientation/gender identity, and accommodations. During this portion, participants will be introduced to the Accommodation Mindset, a Tanenbaum tool developed to support employees in proactively and effectively accommodating religion at work.
- **Better Practices and Implementation Tips:** Strategies for proactively addressing religious diversity, accommodating a diverse workforce, and contributing to a culture of religio-cultural respect.

Cost of 60 to 90-minute Webinar: \$5,850 (\$6,500 less a 10% Corporate Member Discount)

Cost of 60 to 90-minute in-person session: \$6,750 (\$7,500 less a 10% Corporate Member Discount)*

**(plus travel expenses and lodging for 1 Tanenbaum staff member if applicable)*

LGBTQ and Religion Employee Panel

Tanenbaum staff would coordinate, facilitate and moderate a 90-minute panel comprised of employees with diverse religious identities and sexual orientation or gender identities, guiding them through a structured discussion of their beliefs and experiences around intersections between religious and LGBTQ identities in the workplace. The facilitation of the panel discussion would be designed to introduce your company's employee population to diverse perspectives on this topic in order to demystify unfamiliar experiences, educate the workforce on the variety of ways that individuals approach this topic, and identify opportunities for diverse groups to become allies for one another in the workplace. This session could introduce the topic and its relevance to your company's workforce.

In preparation for this session, Tanenbaum would work directly with your company to identify, vet and prepare 4-5 employees to participate on the panel. Tanenbaum would provide your company with an initial questionnaire concerning the potential participants' experiences around religion and sexual orientation/gender identity to ensure that the participants' objectives for the session align with your company's core diversity and inclusion values. Working closely with your company, Tanenbaum would create a set of questions to ask the panelists during the panel discussion (to be provided to the panelists in advance). Tanenbaum would then conduct a 1 to 2-hour conference call with all of the participants to inform the agenda for the discussion.

A member of Tanenbaum's staff would introduce the panel with a brief overview of trends and statistics involving religious and LGBTQ identities, accompanied by PowerPoint slides. Each panelist would then speak for about 5 minutes about their personal religious identity and/or sexual orientation or gender identity and the ways in which those identities are impacted in and by the workplace. The moderator would then introduce the question and answer portion of the session, asking the panelists prepared questions developed by Tanenbaum as well as questions submitted by your company's employees and vetted by Tanenbaum staff prior to the session. These questions would be designed to allow employees from all points of view to share their thoughts and opinions regarding your company's diversity initiatives, including points of view that are more critical. Tanenbaum's vetting process will ensure that these questions are framed in a constructive way that fosters dialogue between the panelists and the broader employee base.

This panel could be live streamed and recorded to maximize the number of employees at different office locations who could access the panel.

Cost of 90-minute Employee Panel: \$7,200 (\$8,000 less a 10% Corporate Member Discount)*

**(plus travel expenses and lodging for one Tanenbaum staff member)*

CONCLUSION

By addressing these important topics, your company can place itself as a leader in the complex area of religious diversity and inclusion. Tanenbaum would be honored to assist in your company's efforts to build religio-cultural competence. We look forward to working together.