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| OUTstanding Lives.org Presents The Three Secrets of |
| ***OUTstanding Employers of Choice*** |
| You Can Attract & Inspire Diverse Top Talent |

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| Sharon Love, M.Ed. (Psychology) |

Master the skills to…

* Create great relationships at home and at work
* Increase loyalty from your LGBT- Friendly colleagues, bosses, clients, prospects, friends and family members
* Enhance teamwork and reduce workplace politics
* Increase your leadership skills & income
* Make a difference and build self-esteem in LGBT youth
* Boost your personal power & live your dreams

You will learn:

* Your OUTstanding Vision™: A unique exercise to clarify your dreams & goals
* Your Power of Pride™ : A quick technique to boost your personal power
* Your 3 Keys to LGBT- Friendly Pride & Diversity™
* The OUTstanding Loyalty & Diversity Quiz Game™
* OUTstanding Real life Case Studies™

About the Author:

Sharon Love, M.Ed. (Psychology) has researched best practices in diversity for over 20 years. The founding President of OUTstanding Lives.org, she has inspired millions to support LGBT equality online. A former bilingual corporate learning manager, she now specializes in certifying corporate trainers and speakers.

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|  | ***Your OUTstanding Vision™*** |
|  | If you had all the money, power, and talent in the world…   * what would you do for fun? * what would you do to make a difference? * what goals would you set in your work? |

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| ***Your Power of Pride™*** |
| What “trashing” messages did you get? What empowering messages would you like to give yourself instead?   |  |  | | --- | --- | | **“Trashing” Messages** | **Empowering Messages** | | For example… “too ethnic to succeed” | “We are all born superstars…” | | “you belong in the trash” | “I’m on the right track, baby, I was born this way” | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  |  | |  |  |  | |

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| ***Your Power of Pride™*** |
| Include trashing & empowering messages you got from the media, your peers, school, your family, your workplace and/or religious institutions…   |  |  | | --- | --- | | **“Trashing” Messages** | **Empowering Messages** | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  |  | |  |  |  | |

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Dare to dream of a world where you feel free to be completely yourself… a world that celebrates you, your passions, your sexuality and your deepest dreams…. of a world of freedom for everyone… a world that celebrates all genders, all healthy passions, all healthy pleasure, and all sexual orientations, including yours. Let’s start here today…

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 1. Quick intro to the Ontario Human Rights Code…Which is NOT true?   The code is a law that applies to: a) workplaces such as this b) services such as this one c) families d) housing |
| 1. Which is NOT true?   The code promotes justice for people of all: a) races, cultures, colours, b) sexual orientations c) genders & gender identities d) sizes |
| 1. Which is NOT true?  The code promotes justice for people of all: a) dress styles  b) abilities & disabilities c) religions and national backgrounds d) family statuses (married, single, divorced, with or without kids…) |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 1. With OUTstanding Lives.org, what does LGBTF stand for (guess)?  A) Loveable, Great, Beautiful, Terrific &Fabulous B) Lesbian, Gay, Bisexual, Trans people and Friends C) Lesbian, Gay, Bisexual, Trans people and Family |
| 5) Learning more about the LGBT community can help you to…  A) accept yourself more fully  B) accept your passion  C) live your dreams  D) all of the above |
| 1. Learning more about the LGBT community can also help you build trust & rapport with…   A) your boss  B) your clients  C) your co-workers  D) your friends & family members  E) all of the above |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
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| 8) How many people are LGBT?  A) 5%  B) 25%  C) 56% |
| 9) What are the biggest challenges to creating LGBT-friendly spaces?  A) fear based on unfamiliarity  B) stereotypes in the media   C) religious beliefs  D) all of the above |
| 10) Rate yourself on a scale of 1-10 (where ten is perfectly comfortable)… If you were LGBT, how comfortable would you feel coming out to someone like you?  \_\_\_\_\_\_\_ If you gave yourself less than ten, what could you do to make it ten? |
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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 11) Rate your organization on a scale of 1-10 (where ten is great)…  If you were (or are) LGBTF, how comfortable would you feel coming out and being fully yourself here?\_\_\_\_\_\_  If you gave yourself less than ten, what could you do to make it ten? |
| 12 a) Silently list organizations that you consider to be homophobic,  ….and organizations that you consider to be LGBTF-positive |
| 12 b) What are the key differences between the above two lists? What do the organizations do differently? |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 13) Guess… According to research by Sharon Love, M.Ed. of OUTstanding Lives.org, The Three OUTstanding Your 3 Keys to OUTstanding LGBT-Friendly Loyalty™ are…   1. Positive la\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2. Positive vi\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3. Positive gui\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 14) In pairs, brainstorm examples of these elements of positive spaces, and write them down… |
| 15) True or False? It’s okay to say “so gay”….? \_\_\_\_\_\_\_\_\_ |
| 16) True or False? Using the term “partner” to discuss your significant other if you are straight can help LGBTF people feel more included…? \_\_\_\_\_\_\_\_ |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 17) True or False? A gay, lesbian or bisexual person will probably be attracted to a straight person of the same sex…? \_\_\_\_\_\_\_ |
| 18) Children who see same-sex couples hold hands learn about…   1. Sex 2. Diversity 3. Love 4. b and c |
| 19) What is the current term that includes most people?  A) LGBT lifestyle  B) LGBT community  C) Gay lifestyle  D) Gay community |
| 20) True or False? If someone comes out to you (tells you that they are LGBT), it’s okay to out them to other people (mention that they are LGBT)…? \_\_\_\_\_\_ |
| 21) True or False? The term “trans” is used to describe transsexual people (who dress as different gender) and transgender people (who identify and/or dress as a different gender) \_\_\_\_ |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 22) True or False?Many transgender people were born intersex, with reproductive organs from both genders. Others feel like they were born into the wrong body. \_\_\_\_ |
| 23) If we legalize same-sex marriage worldwide,  A) lightening will strike  B) toads will take over the earth and your bedroom  C) all people will turn gay and the human race will become extinct  D) same-sex couples will marry |
| 24) If someone is struggling with deciding about coming out, it’s best to…  a) tell them it’s nobody’s business if they are LGBT  b) ask questions to help them think through pros & cons  c) tell them to come out |
| 25) What’s the best way to respond if someone “comes out” to you (and tells you they are LGBTF)?  a) back away slowly  b) smiles, hugs, congratulations, high fives  c) act like nothing happened  d) b or c |
| 26) True or false? Providing all-gender bathrooms can help trans people feel safe, welcome and included. \_\_\_\_\_\_ |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 27) True or false? Some LGBT people have reclaimed the words “fag” and “dyke”, so it’s okay for LGBT-friendly straight people to use those words, too…? \_\_\_\_\_\_ |
| 28) True or false?Loving religions and loving religious leaders teach love for all people…? \_\_\_\_\_\_ |
| 29) If you meet someone struggling with their anti-LGBTF religious beliefs, you are best off to…   * + 1. tell them to stop being prejudiced Nazi bigots     2. explain that many homophobic lines in religious texts are mistranslations & misinterpretations     3. tell them your experience of how you overcame the prejudice you learned     4. b or c |
| 30) If you meet someone struggling with their anti-LGBTF religious beliefs, you can also explain that many religious leaders who teach hate are closet cases. Psychologists call this   * + 1. Reaction Formation     2. Schizophrenia     3. Psychopathology |

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| ***OUTstanding Loyalty & Diversity Quiz Game*** |
| 31) True or False? You can also point out that if God didn’t love LGBTF people, there wouldn’t *be* any LGBTF people…? \_\_\_\_\_\_\_\_ |
| 32) Review… According to research by Sharon Love of OUTstanding Lives.org, The Five OUTstanding Best Practises of Inclusion are…   1. Positive la\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2. Positive vi\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3. Positive gui\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 33)Rate your organization on a scale of 1-10 (where ten is great)… on your visual messaging (in your website, media, outreach or ads, and physical space). \_\_\_\_\_\_\_\_  If you gave it less than a ten, what would it take to make it a ten? |



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| ***OUTstanding Real Life Case Studies*** |
| How could you use the 3 Keys to OUTstanding Loyalty in each situation?   1. Positive language & body language 2. Positive visual messaging 3. Positive guidelines & action |
| Case Study A |
| Case Study B |

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| ***OUTstanding Real Life Case Studies*** |
| How could you use the 3 Keys to OUTstanding Loyalty in each situation?   1. Positive language & body language 2. Positive visual messaging 3. Positive guidelines & action |
| Case Study C |
| Case Study D |

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| ***Questions & Notes*** |
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| ***I’d Really Appreciate Your Feedback*** |
| * 1. On a scale of 1-10 (where 10 is excellent), how would you rate this presentation? \_\_\_\_\_\_\_   2. If you gave it less than ten, what would it take to make it a 10?   3. What were the most important things you learned or gained?   4. Can we quote you above?   5. Would you like more information on how to become a certified LGBT-friendly organization or certified speaker with OUTStanding Lives.org? If so, please include your   6. Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_   7. E-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Skype: :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |