



# A Case for Change: LGBTQ+ Workplace Equity Training for North Carolina-based Companies

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# Pride in the Triangle (PITT)



Pride in the Triangle (PITT) is a network of representatives of North Carolina-based companies who work in collaboration to advocate, educate, share resources, and build capacity to advance LGBTQ+ equity and inclusion in the workplace.

PITT provides information, resources and peer support to promote leadership engagement, enabling policies, capacity building, and evaluations that advance LGBTQ+ workplace equity.

# Executive Summary



- PITT is raising funds to...
  - Develop a custom LGBTQ+ Workplace Equity Toolkit that will help companies create an inclusive and equitable workplace.
  - Host training of trainers to build the capacity of company employees to use the Toolkit to deliver trainings to their colleagues in a cost-effective and sustainable manner.
- PITT plans to develop evaluation tools and models and provide peer support to encourage companies to evaluate and demonstrate improvements in LGBTQ+ workplace equity.
- All materials will be open source to encourage companies' implementation.

# Toolkit Goal and Objectives



**Goal:** To increase organizational effectiveness by creating a more equitable and inclusive work environment for LGBTQ+ employees.

**Objectives:** At the end of the training, participants will be able to:

- Articulate the business case for equity, diversity, and inclusion in the workplace
- Explain LGBTQ+ related terminology, concepts, misconceptions, and history
- Express empathy for LGBTQ+ colleagues
- Demonstrate their ability to comfortably initiate constructive conversations about LGBTQ+ colleagues and concerns
- Make a commitment to take action to promote equity and inclusion for LGBTQ+ colleagues in the workplace

# Business Case



The business case for investing in LGBTQ+ workplace equity training is clear. Companies with greater equity, diversity, and inclusion have a competitive advantage in:

- Employee recruitment
- Employee productivity and retention
- Creativity and innovation
- Product development and service delivery
- More diverse suppliers and improved procurement
- Market competitiveness and financial success
- Community relations and client support

For citations, please see: <https://www.globalcitizenllc.com/equity-diversity-and-inclusion>

# Progress to Date



During the past year, representatives from PITT companies met to:

- Define the LGBTQ+ Workplace Equity Toolkit goal and objectives
- Articulate the business case for LGBTQ+ workplace equity training
- Identify content by collaboratively:
  - Researching, analyzing, and selecting the best from existing LGBTQ+ equity training materials, and needed adaptations for the workplace setting
  - Agreeing on the desired contents of a comprehensive toolkit for effectively planning and executing LGBTQ+ workplace equity training
- Secure a bid from participating consultants who would work as a team to develop the Toolkit and design and facilitate the TOT
- Begin to define possible evaluation models and tools

# Toolkit and ToT Contents



## Proposed Toolkit Contents:

- Facilitator's agenda that includes facilitation instructions and adaptation guidance for different sectors, timeframes, and audience familiarity with the topic
- PowerPoint slides with presentation notes
- Participant booklet with handouts, worksheets, and other resource materials
- Two sample agendas for different time frames
- Sample evaluation form
- Certificate of participation template
- Leadership engagement tips
- Boilerplate email invitation to training session

## Proposed Training of Trainers (ToT):

- Introductions and desired workplace trainings
- Overview of effective training skills
- Overview of LGBTQ+ Toolkit contents and guidance on how to tailor training
- Planning steps: engaging leadership, invitations, and planning timeline
- Teach-backs, including practice teaching toolkit contents and giving and receiving verbal and written feedback
- Training design and next steps for planning workplace trainings



# Support Us



To develop the LGBTQ+ Workplace Equity Toolkit and host the first training of trainers, PITT needs to raise **\$30,000** from corporate funds, employee resource groups, and individuals. This could include:

- 1 – 2 **Platinum** sponsors of \$10,000 or more each, which includes prominent Toolkit acknowledgment and at least 3 seats in the first TOT
- 2 – 3 **Gold** sponsors of \$5000 - \$9,999 each, which includes special Toolkit acknowledgment and at least 2 seats in the first TOT
- 4 – 5 **Silver** sponsors of \$2000 - \$4999 each, which includes Toolkit acknowledgment and at least 1 seat in the first TOT
- **Bronze** sponsors of \$1,000 - \$1,999 each, which includes Toolkit acknowledgment and a high priority for seats in the first TOT
- Any size contribution will be acknowledged in the Toolkit

Contributions can be made via [www.gofundme.com/pittworkplaceequitytoolkit](http://www.gofundme.com/pittworkplaceequitytoolkit) or paid directly to the consultant team.

# Consultant Team



[Katherine L. Turner, MPH](#) is President of Global Citizen, LLC and [Adjunct Faculty](#) at the University of North Carolina-Chapel Hill Gillings School of Global Public Health. She has over 25 years of experience as an organizational and community thought leader, senior global health advisor, public speaker, educator, author, and change agent in more than 50 countries spanning five continents. Katherine has founded and served on the Board of Directors of nonprofit organizations, provides strategic direction on global health committees, and has won numerous awards for excellence in leadership and advocacy for public health. She speaks and works in English, French, and Dutch.

[Global Citizen, LLC](#) is a consulting firm that works in the U.S. and internationally to strengthen the capacity and performance of leaders to effect social and organizational transformation, advance public health, human rights, global intercultural competence, diversity, equity, and inclusion, and deliver mutually beneficial, effective, and high-impact results ***for a better world.***

Global Citizen, LLC collaborates with nonprofit organizations, funding agencies, health systems, educational institutions, governments, corporations, and other client partners to deliver mission-driven and high-impact results. When additional capacity is needed, Global Citizen, LLC partners with a diverse network of highly-seasoned consultants to deliver high-quality, on-time deliverables. Katherine is the point of contact and oversees all work to ensure consistency, high quality, and integrity.

Please see [Global Citizen, LLC](#) for more information on our vision, approaches and client engagements. References are available upon request. Connect with Global Citizen, LLC *for a better world* on [LinkedIn](#), [Twitter](#), and [Facebook](#).

# Consultant Team



[Stan C. Kimer](#) is recognized as an internal/external consultant with unique skills in employee development/career road mapping, workplace diversity (specialization in LGBT – Lesbian, Gay, Bisexual, Transgender), and organization effectiveness/project management. In 2010, he started [Total Engagement Consulting by Kimer](#) after a 20+ year career at IBM. In his last role at IBM, Stan was Director of Global Sales Operations for IBM's consulting practice, and served as the executive sponsor overseeing career development for IBM's 3,000 Sales Operations employees. He has now executed his unique innovative career mapping approach which he launched at IBM, with clients ranging from major corporations to church denominations to professional organizations.

Prior to his Sales Operations executive role, Stan had over 20 years of diverse business experience at IBM, including staff and management roles in Sales, Finance, Marketing, Corporate Strategy and Human Resources. In his HR role, Stan served on IBM's global diversity team as the global project manager for LGBT diversity. During his five year tenure, Stan led IBM to premier leadership industry in LGBT diversity, including winning all 5 key marketplace LGBT diversity awards, expanding IBM's LGBT initiative worldwide, and developing IBM's first transgender employee corporate policy.

Now as a consultant, Stan is a certified Out and Equal Workplace Advocates Building Bridges Trainer and a TMC (Training Management Corporation) / Berlitz Cultural Trainer - Practitioner. Stan serves on the faculty of the National Diversity Council's [DiversityFIRST certification program](#) and is in active leadership roles with several community and civic organizations. In 2013, the Triangle Business Journal recognized Stan with one of their "Leaders in Diversity – role model" awards. Stan received his MBA from the University of Chicago Booth School of Business and BS in Management Science from Georgia Tech.

In his spare time, Stan is training to be a competitive adult figure skater.

Please see [Total Engagement Consulting](#) for more information on our capabilities, blogs, tools and client engagements. References are available upon request. See also our [Facebook page](#) and you can connect with Stan on [LinkedIn](#).

# PITT LGBTQ+ Workplace Equity



## Contact Us:

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