

# ***MAKING WORKPLACES WORK FOR EVERYONE LGBTQ***

***2022 MOSSIER CONSULTING MENU***



# WAY PAST WOKE

Mossier is a community for people to listen, test ideas, learn, and grow. We think that in order to make workplaces work for everyone LGBTQ means businesses should embrace customers, employees, the environment, and shareholders equally.

We assess what we're working with and co-create a roadmap for your organization to transform box-checking into creating workspaces that go beyond safe at work; we want people to be unabashedly themselves, on their terms.

## OUR FORMULA FOR YOUR WORKPLACE REVOLUTION:

### WHAT WE'RE WORKIN' WITH

Mossier's **4W assessment** looks at where you are and where to grow from here. Organizations monitor how they're doing in real-time.

### ALL ACROSS THE RAINBOW

**All-staff engagement** centers learning through guided discovery methodologies and increases cultural awareness through real-world training and education.

### PRACTICAL & TACTICAL

You can't feel empowered if it's hard to apply to real-world scenarios. We ground personal and collective growth with a **practical & tactical vibe.**





# 4W ASSESSMENT

4W stands for What We're Workin' With, and is the foundation of the member experience. Organizations complete a digital assessment that collects information around LGBTQ-inclusive policies and procedures, which helps us cater content that meets you where you are.


## WHERE WE GROW FROM HERE

Investigating White supremacy, Queerness, and all things identity needs to have a starting point or you will easily get overwhelmed. Your Mossier journey commences with the 4W grounding us in a clear understanding of what things look like 'round your office these days.


## SUSTAIN YOURSELF

We organize cohorts of our members based on shared goals and opportunities. You earn cred as you travel through the growth areas and we assess your organization on an ongoing basis.


### 2022 GROWTH AREAS INCLUDE




CULTURE OF INCLUSION




EMPLOYEE RESOURCE GROUPS



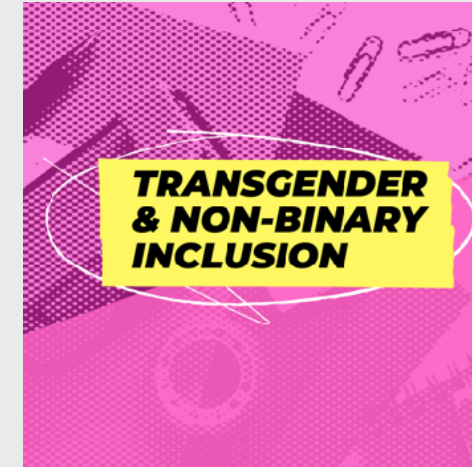
GENERAL DEI



RECRUITING



SELF IDENTIFICATION



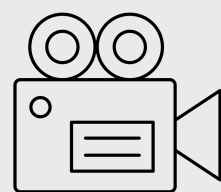
TRANSGENDER & NON-BINARY INCLUSION





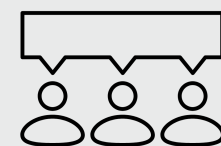
# TRAINING

Mossier trainings are where we put the “work” in “do the work.” Educational content is blended with discussion questions and an opportunity for your teams to begin exploring how to make LGBTQ equity a lived reality. So come off mute and join the conversation!



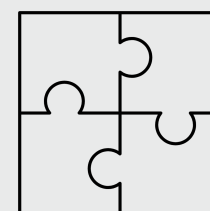
## Keep the recording

Your workshop is available for rewind for up to one year.



## Call-In Vibes

All learning levels are celebrated at Mossier Workshops. Our ability to collaborate together on these topics is how we create change.



## Customizable

We'll recommend content but we are always down to tailor things to your organization's unique culture and opportunities

## PRACTICAL & TACTICAL

What good is a training if you walk away unsure of what you're supposed to be doing in your day-to-day job to bring LGBTQ inclusion to life? Our workshops are full of practical and tactical tools that can be used to start building momentum today.

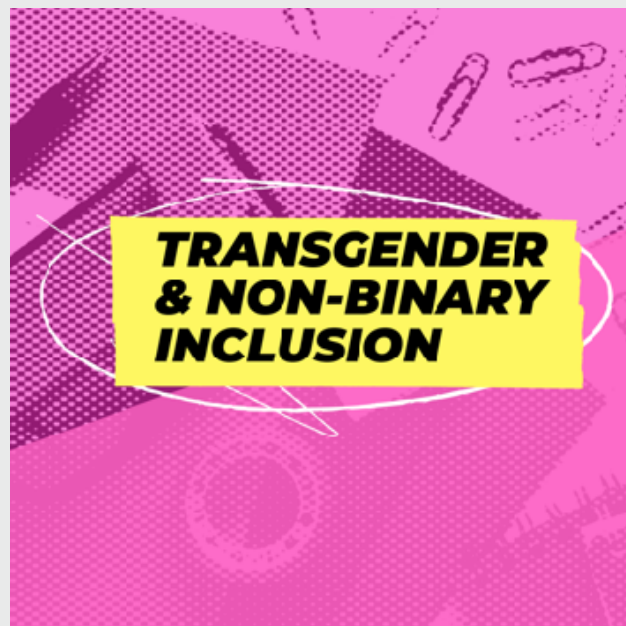
## CAPACITY IS KEY

We understand that your teams are stretched. Everyone is doing more with less and it can be difficult to make room for LGBTQ inclusion training. Because of this, we make sure our workshops create connections with your team's broader objectives and goals.



# TRANS & NON-BINARY INCLUSION TRAININGS

We've come a long way in accelerating the visibility and acceptance of Transgender and Nonbinary people at work, and the next leg of our journey kicks out any residual obsolete policies to place Transgender and Nonbinary norms in the driving seat. This module focuses on how your culture of inclusivity should be deconstructing binaries.



## Investigating Gender at Work (101)

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If your organization is ready to open the gender conversation (beyond the Male/Female binary) this is a great place to start. We will discuss the differences between gender identity, gender expression and assigned sex, a basic history of the gender binary and an investigation into how the broadening gender conversation will impact the workplace. A facilitated discussion will ask participants to explore their own gender through the question: Tell me about a time when you performed gender incorrectly? Attendees will walk away with a new curiosity about how gender is at play during their day-to-day jobs and the ability to spot potential gender inequities.

## Understanding Gender Transition (101)

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When talking about gender transition, we usually focus on humans who move from the Male box to the Female box or vice versa. This training will explore binary gender transition and will also go a step further by discussing all humans that are exploring questions about their gender identity, stressing about how to present their gender at work, and spending an unnecessary amount of energy navigating the dynamics that come with all types of gender transition. Energy that could be spent on doing their jobs to the best of their ability. Attendees will walk away with a greater awareness and tools for supporting their Transgender and Nonbinary colleagues.

## Supporting Gender Transition (201)

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How can we best support humans who undergo gender transition at work? Often times, our Transgender inclusion guidelines are a tad too prescriptive and it's hard to plan out every potential scenario in an employee handbook. This training will provide the practical and tactical leadership tools as well as a boost to the emotional intelligence of attendees so that we can navigate the many gray areas that occur when a Transgender or Nonbinary employees transitions. Facilitated discussion asks teams to answer key questions such as: What needs to start, stop, and continue to be inclusive to Transgender & Non-binary people?



# ***TRANS & NON-BINARY INCLUSION WORKSHOPS CONT.***

## **Normalizing Pronouns (301)**

Because integrating pronoun usage into our organizations is one of our most powerful tools in ensuring that Transgender, Non-binary and all gender expansive human beings feel safe and affirmed at work. It's also a topic that presents a number of challenges to our conventional beliefs about language, grammar and gender. You'll walk away equipped with the knowledge and know-how so that you're ready to normalize pronoun usage and, even more importantly, help support others on this learning journey. Pronouns in email signatures are just the tip of the iceberg.

## **Deconstructing Gendered Workspaces (301)**

Workplace cultures show preferences and assign value to gendered communication and leadership styles. From speaking time in meetings to our nonverbal communication to the ways people talk in order to get their ideas heard, we will explore the unique gender dynamics at your organization. We will unpack concepts such as Gender Apprenticeship and identify how employees are coached (oftentimes unintentionally) into a specific set of “ideal” gender behaviors. What are these gender norms and “ideal” behaviors and how can we deconstruct them?

## **Nonbinary Gender Identities (301)**

Not a man and not a woman? A little bit of both? What is this whole “Nonbinary” conversation about and why are so many young folks using they/them pronouns? The Transgender umbrella becomes wider every day, as more and more people realize that their internal sense of self is beyond our societies Male/Female gender binary. This training will provide leaders with cutting edge best practices for ensuring that this community can thrive at work.

## **Nonbinary Thinking (401)**

Let's break the binary! Black and white, win or lose, gay and straight, boy and girl. Why is it that our brains can only see the world in binary terms? What is possible for our organization and our leadership if we begin to recognize and break down binary thinking patterns that force marginalized people into boxes? Thinking that creates more hierarchy instead of less. Thinking that forces us to run our businesses with a zero-sum-game mentality. The session will train leaders to identify and disrupt binary thinking and the most common ways it disrupts our LGBTQ inclusion initiatives.



# ***CULTURE OF INCLUSION TRAINING***

A culture of LGBTQ inclusion means flipping the narrative and putting marginalized people at the forefront. In this module, we deconstruct Queerness and all the identities that intersect with it—meaning that we approach policy, training, and accountability in different ways.



## **LGBTQ Allyship (Beyond Just Pride Month) (101)**

Leaders believe that allyship is a vast arena of ways that human beings can be good and kind to other human beings. For many, allyship is more centered on maintaining individual likability in an increasingly politically-correct world than it is on disrupting and redesigning systems. So how can individuals and organizations up their allyship game specifically for members of the LGBTQ community? This session will cover:

- Top programs, initiatives and strategies that your organization can invest in to ensure that your commitment to being an LGBTQ ally is felt by your employees, customers and communities
- Case studies that demonstrate strong LGBTQ allyship at the organizational level
- An introduction to intersectional allyship and frameworks to align your LGBTQ allyship with other important issues such as Black Lives Matter



# RECRUITING TRAINING

When it comes to new talent, future hires see policies as merely the starting point and they expect diversity as the cultural norm. Abundant inclusion begins with the recruitment process, and this module brings Queer equity to every step of your candidate experience, putting goals in place for ongoing measurement.



## **Peopler Centered Recruiting with an LGBTQ Lens (101)**

Ever wonder what matters most to LGBTQ job seekers? Or, have you committed to helping your organization expand the pool of LGBTQ job applicants? And maybe the most simple of all: Do you want to make sure you're prepared to have authentic conversations with the LGBTQ community? During our time together, we'll discuss:

- LGBTQ Language Foundations 101
- LGBTQ job seeker FAQs (trans inclusive healthcare benefits, ERGs, family planning benefits, mentorship, etc.)
- Crafting your LGBTQ story and using all of your great work in this area to authentically engage with the community
- Creating pathways for LGBTQ candidates to connect with LGBTQ employees
- Longer term strategies and programs to consider to help build on these efforts (best practices from leading companies)

**Suggested Audience:** Recruiters and talent acquisition leaders, employee resource group leaders



# SELF-ID TRAINING

Understanding the LGBTQ status of your staff is the cornerstone for understanding the efficacy of your efforts. How can you tell if you have inclusivity at your core when you're missing some pretty basic data? This module focuses on legal, safe, and culturally appropriate ways to implement an ethical Self ID program.



## **LGBTQ Self-ID and Analytics (101)**

This session will cover the basics of LGBTQ self-identification and how your organization can safely and legally track LGBTQ talent. The majority of organizations have little idea how many LGBTQ people work for them and as a result they don't know key insights on retention, promotion or engagement rates. This sessions will cover:

- When is it safe, legal, and culturally appropriate to ask a job applicant, interviewee, or current employee about their LGBTQ status?
- Project management tips and expectations for rolling out Self-ID
- Self-ID data privacy and ethics
- Using Self-ID information to inform recruiting and talent efforts
- How to build the business case so that your Self-ID program can get adequate support
- Tips for managing pushback and controversy
- Strategies for increasing your response rates

**Suggested Audience:** IT professionals responsible for managing Workday, SAP or equivalent systems, EEOC reporters, diversity recruiters, LGBTQ employee resource group leaders, HR Directors, Senior and Executive leaders, workforce analytics professionals



# EMPLOYEE RESOURCE GROUP TRAINING

ERGs are the heart and soul of culture at work, providing space for career development, deconstructing work challenges, and much more. “Bring your whole self to work” springs into action with a healthy LGBTQ ERG, and this module shows you tactics and strategies to produce pride in all of your ERGs.



## Developing Strong LGBTQ Employee Resource Groups (101)

Strong LGBTQ employee resource groups that are empowered and resourced by organizational leaders have proven to be critical components in driving LGBTQ inclusive cultures. In this session we will discuss:

- What does a good strategic plan look like for your company's ERG?
- Generating executive buy-in and funding
- Designing a leadership structure, committee structure, and delegate roles so that your ERG can maximize results and minimize burnout
- The importance of intersectionality and collaboration with other ERGs
- Creating programming aligned with ERG goals: Mentorship programs, outreach to allies, and recruitment tie-ins
- Aligning your ERG goals with the broader goals of your organization
- Communicating impact

**Suggested Audience:** Employee resource group leaders, HR or DEI leaders tasked with supporting ERGs, executive sponsors





# CONSULTING

When we need to accelerate growth in a certain area a Mossier facilitator can help you hone your DEI mojo. We listen to understand what’s up at your org, ideate about your dreams, and collaborate on a roadmap to make it gel.



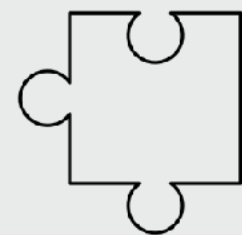
## Where to begin

Consulting is an all-encompassing engagement and an accelerant to your Queer competency.



## Picking favorites

We love engaging all levels of staff to take on a challenge together.



## Co-created

Taking time to develop strategies for specific customers or industries is good business.

## GET TO WORK

The 4W assessment gets us a clear starting point and helps us collaborate to figure out the best way to accelerate lasting culture change for your organization.

## PROCESS 101

We contextualize what we’ve learned about your organization through the assessment and use it to create goals, what topics are necessary for workshops and strategy sessions. Together, we create a plan to expand at the right pace.



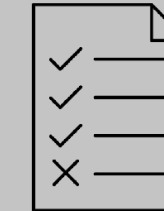


# CONSULTING PROJECTS

Once we've developed a greater awareness of LGBTQ equity in the workplace, it may be time to dive into your organization's policies, procedures and systems. Consulting projects are highly customizable and can range from one month to multiple years in duration.

## OUR MEMBER'S ASK FOR SUPPORT ON:

WHAT WE'RE  
WORKIN' WITH  
ASSESSMENT



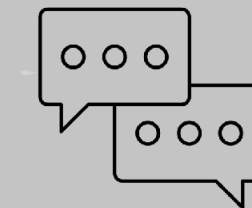
DESIGN AN LGBTQ  
RECRUITING  
STRATEGY



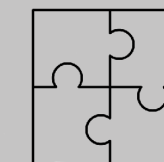
DESIGN + LAUNCH  
YOUR LGBTQ SELF-  
ID PROGRAM



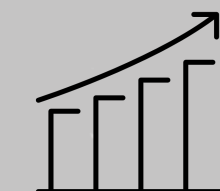
LAUNCH + GROW  
YOUR LGBTQ ERG



1:1 + GROUP  
CONSULTING



ADD THE "LGBTQ"  
TO YOUR DEI  
STRATEGIC PLAN



LGBTQ POLICY  
DESIGN AND AUDIT



TRANS & NON-  
BINARY INCLUSION  
PLAYBOOKS



# RATES

Mossier members enjoy discounts on all consulting options. Membership unlocks a year-long employee engagement for staff to grow their cultural competency and develop a welcoming, safe, and inclusive space for everyone LGBTQ. Please contact [nick@mossier.com](mailto:nick@mossier.com) for details.



	Members	Nonprofit, Small Business	Non-Members
4W Assessment	Included in membership	\$3000	\$5000
Trainings	\$3000	\$3000	\$4000
Ten (10) Consulting Hours	\$2250	\$2250	\$3000
Trans and Nonbinary Inclusion Playbook	\$4000	\$4000	\$5000
Keynotes	Inquire	Inquire	Inquire



# ***A NOTE FROM NICK***

Folks, this work is not easy. I wish I could promise quick fixes and simple solutions but as we dive deeper into this work it becomes clear that systemic issues require system redesign. I don't believe there is a destination we are trying to reach. There is no point where we say "we did it!" and pack it all up. This work is for life and the tools and capacities we develop together will serve not only your LGBTQ employees but all aspects of your organization. For organizations that are ready to move beyond statements and silos, the Mossier teams stands ready to support your growth. Thank you for your commitment to everyone LGBTQ.

*~ Nick Alm, They/Them, Founder and Godx*



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# MOSSIER'S CURRENT MEMBERSHIP ROSTER

