

**MAKING WORKPLACES
WORK FOR EVERYONE
LGBTQ**

2022 MOSSIER MEMBERSHIP

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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

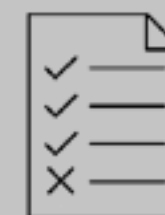
You can't feel empowered if it's hard to apply to real-world scenarios. We ground personal and collective growth with a **practical & tactical vibe.**

ALL IN ON EQUITY FOR EVERYONE LGBTQ

Our programming is an additive to your current DEI efforts, weaving intersections of Queer—race, gender, cultural background, identity—into rethinking how people show up at work. Our ecosystem helps people plug into ways to grow and learn with resources available online and off.

MOSSIER'S MEMBERSHIP ECOSYSTEM:

WHAT WE'RE WORKIN' WITH ASSESSMENT



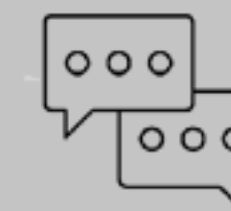
RECRUIT LGBTQ TALENT



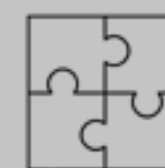
GOAL SETTING & CRED BUILDING



IN-PERSON MEETUPS



1:1 + GROUP CONSULTING



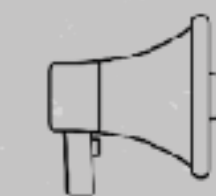
MOSSIER ONLINE



STREAMING EVENTS



LGBTQ ADVOCACY



YOUR DEI MASTER CLASS

Mossier 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.

\$12,500: 100-1000 employees

\$17,500: 1001-5000 employees

\$25,000: 5001+ employees

Inquire with us about rates for non-profit and government agencies.

4W Assessment ✓

Strategic roadmap session ✓

In-person & online meetups ✓

LGBTQ mentorship program ✓

Logo & name recognition ✓

Hiring events ✓

Job seeker introductions ✓

Mossier online access: ✓

-Learning library ✓

-Forums ✓

-Virtual consulting & meetups ✓

-Resume database access ✓

-Job board access ✓

-1:1 Meetups with job seekers ✓



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.

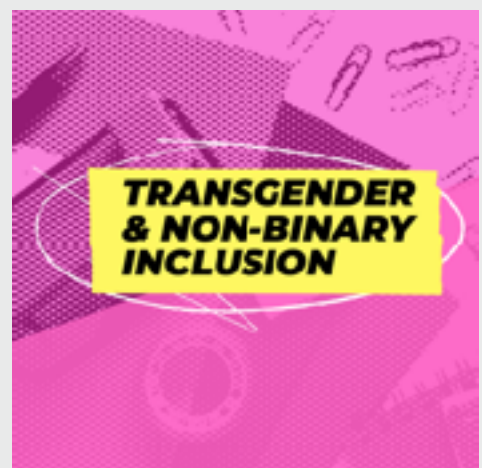
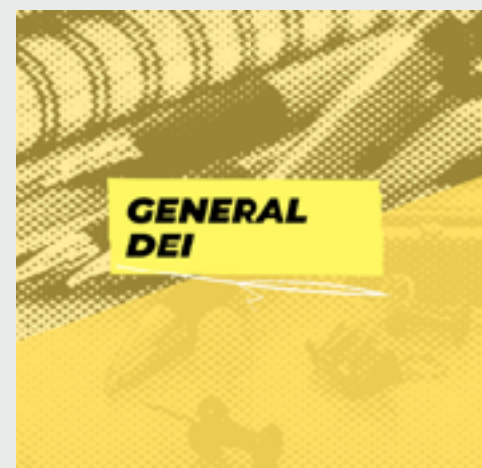
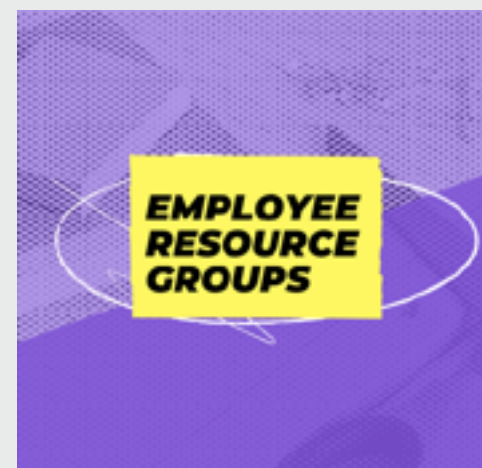
WHERE WE GROW FROM HERE

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





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.



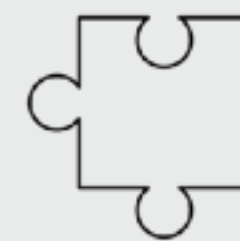
Where to begin

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.



QUEER CRED

We all about creating space to discover the rich nuances of non-binary thinking. Queer Cred shows your non-linear development for meaningful and positive engagement with those with different cultural backgrounds and identities.



Get your goals

While binary pass and fail are blasé, goals help start a conversation. Cred keeps you going.



You do you

People's desired outcomes vary. Earning cred compliments your goals.



Make room

Not all cred is created equal. Some are harder than others, and all require commitment.

LEARNING APPROACH

We use reflective learning practices, which work well with topics that may be conceptual or ambiguous. As you travel through the content, you're recognizing the complexity of topics by finding meaning related to yourself, such as social context and lived experiences.

THE ENGINE THAT WOULD

Queer Cred is fueled by individual and collective goals. As you earn it, you'll develop your cultural competency through a series of activities that aren't intended to have a start or finish—there's no part of this work where you're like, "I've learned everything possible!"

We assume there aren't right/wrong answers, and your cred may not look like your neighbors. Think about it this way; the answer isn't purple, and instead, one of the thousands of shades of purple.



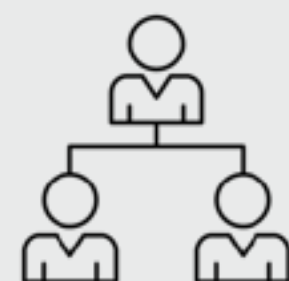
JOBS & NETWORKING

The majority of Queer people are not out in the hiring process. We've designed multiple solutions to help your organization connect with queer talent, engage with them authentically and ensure your organization's Queer inclusion story is heard.



Job board

Hundreds of ways to find what's right and what's right now. And all with Queer-inclusive employers.



Job meetups

Blogs and forums full of ideas for a bevy of job-related topics, or post your resume for review.



Network dexterity

1:1 meetups connect via streaming on topics from mock interviews, AMA's, or resume reviews.

BEYOND THE RESUME

Our labor market is tough right now. And it's *extra* hard for certain industries and demographics. We're keeping trends in mind as we think about best serving members and job seekers alike. Through (literally) hundreds of conversations with job seekers and employers, we have developed some pretty cool plans for 2022.

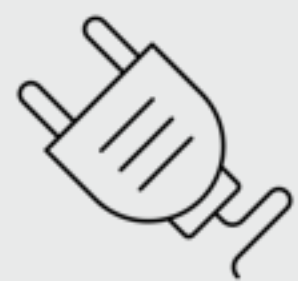
IN IT TOGETHER

Real talk here, folks. It's not like members have eradicated racism and discrimination fully at their workspace (they haven't) and there will likely be more room to grow. But knowing where your org is on the journey is a bonus to job seekers. Transparency is a big deal.



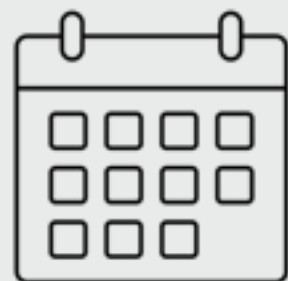
VIRTUAL & IN-PERSON MEETUPS

A fully loaded calendar is a top perk of a Mossier Membership. Meetups help you stay up-to-date on all things Queer culture, create new connections with other members, and stay activated.



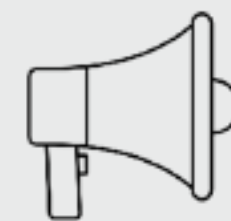
Member access

Programming includes monthly networking events, small group and cohort learning, online streaming, and job events.



2022 events

After a big reboot in 2021, the team is getting prepped for all things 2022. If you have ideas to share, we want to hear from you.



Call for facilitators

Got something to say about Queer rights at work? Experienced facilitator? Let's talk.

ABOUT ACCOUNTABILITY

We can't make you go to a meetup or study the materials; that's on you, but we *will* have your back all along the way with resources and tools. Woke is cool and all, but staying the course is going to require some work. The peeps we work with say that keeping momentum is their biggest challenge, which is why we created our programming the way we did.

AND IT CAN BE FUN

Through our programming, we want you to feel engaged, empowered, and activated. We also want you to feel like you're part of something bigger, that you're growing in a way you've never experienced before.

PUTTING THE WORK INTO “DO THE WORK”

The growth areas are a starting point for our individual and collective learning journeys. Each of them are designed with DEI practitioners in mind while also offering all-staff engagement opportunities.



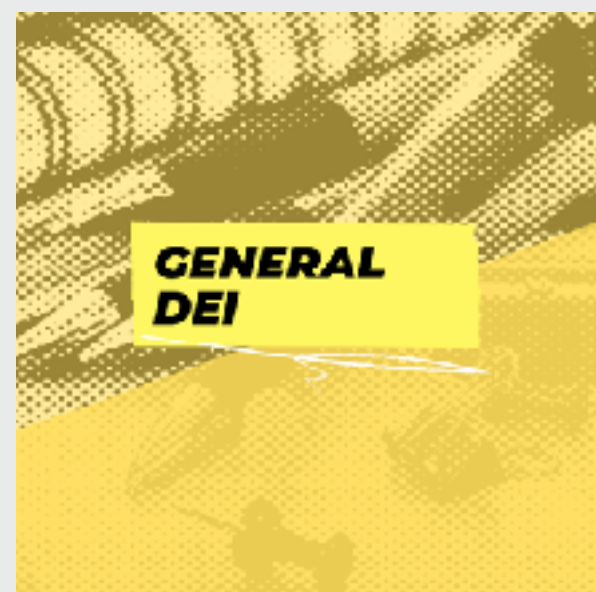
Culture of Inclusion

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.



Employee Resource Groups

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.



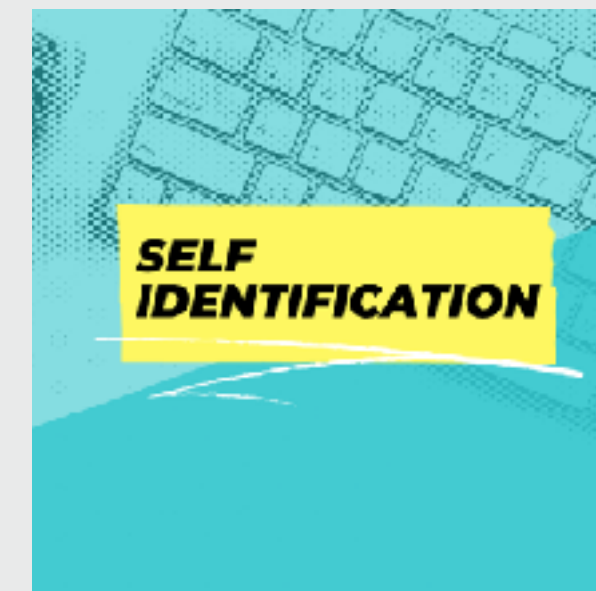
General DEI

Working with Mossier collaborators, we integrate industry-proven and standardized tools such as the Intercultural Development Inventory (IDI) to understand mindset and skillset across a continuum of cross-cultural competence. The other growth areas branch from foundational knowledge that is captured through this module.



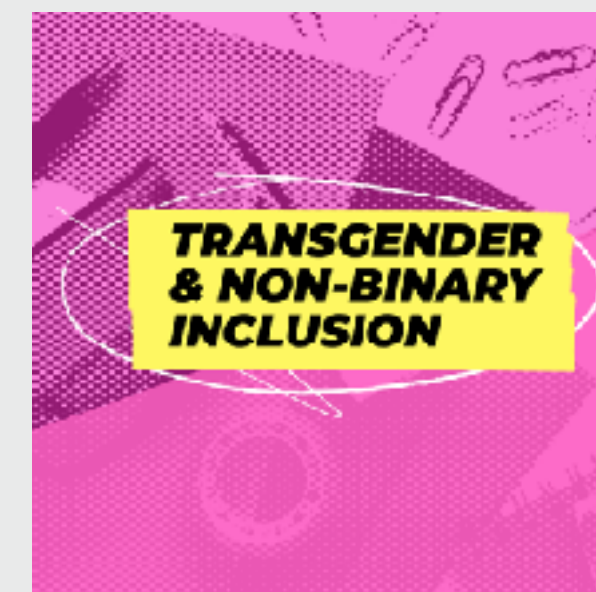
Recruiting

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.



Self ID

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.



Transgender & Non-Binary Inclusion

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.