



MOSSIER

TRAINING MENU

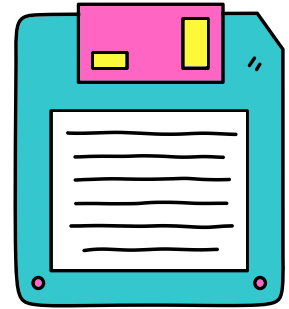


Since 1985

TRAINING

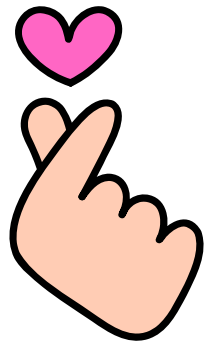
A man in a tan blazer and dark trousers stands in a modern office space, gesturing with his hands as if presenting. The office has a high ceiling with exposed ductwork and several round pendant lights. In the background, other people are seated at tables, and there are large windows or glass partitions. The overall atmosphere is professional and collaborative.

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!



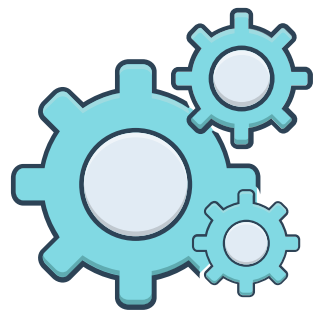
Keep the recording

Your workshop is available for rewind for up to six months.



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 and Technical

What good is a training if you walk away unsure of what you should 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.

Who We've Worked With



Full List

Allyship

- LGBTQ Allyship: Beyond Pride Month (101)
- LGBTQ Allyship: Disrupting Anti-LGBTQ Myths (201)
- LGBTQ Allyship: Systemic Change (301)
- LGBTQ Allyship: Investigating Gender (101)
- LGBTQ Allyship: Supporting Trans Employees
- LGBTQ Allyship: Normalizing Pronouns (301)
- LGBTQ Allyship: Deconstructing Gendered Workspaces (301)
- LGBTQ Allyship: 2024 State of the Union

Inclusive Leadership Series

- Inclusive Leadership: Managing Conflict
- Inclusive Leadership: Getting Strategic
- LGBTQ Inclusive Leadership: Foundations

Career Professionals Training

- Barriers + Opportunities Facing LGBTQ Job Seekers
- LGBTQ Allyship (For Career Professionals)
- Assessing Employer Partners for LGBTQ inclusion
- Interacting with LGBTQ Job Seekers (201)

Recruiting

- LGBTQ Allyship (For Recruiting Professionals) (101)
- Why LGBTQ Recruitment Matters (101)
- Queer Inclusive Marketing & Outreach (201)
- Interacting with LGBTQ Candidates (201)
- Assessing the Candidate in an Inclusive Way (301)
- Goal Setting + Measurement for LGBTQ Inclusion (301)

A large, diverse crowd of people is shown from the chest up, all clapping their hands enthusiastically. The crowd is composed of individuals of various ages, ethnicities, and genders, creating a vibrant and inclusive atmosphere. The background is a soft, light-colored gradient, making the people stand out. The overall mood is one of celebration and support.

LGBTQ Allyship Trainings

Beyond Pride Month (101)

Summary

What does LGBTQ ally ship look like 365 days a year? How do we overcome our fear of saying the wrong thing so that we can support our LGBTQ team members? This training provides the essential building blocks for LGBTQ allyship and creates space for attendees to explore their unconscious assumptions about LGBTQ people and unpack the ways society has trained us to view LGBTQ people.

Learning Objectives

- I can engage with LGBTQ peers using the proper vocabulary
- I can understand the differences between sex, gender and sexuality
- I have a plan to develop and practice my own allyship

Disrupting Anti-LGBTQ Myths (201)

Summary

By definition, being an ally means that we intervene and speak out on behalf of LGBTQ people when we see or hear behavior that works against a culture of inclusion. In this interactive workshop, we will break down common myths and misconceptions about LGBTQ people and how to effectively and compassionately guide our colleagues, friends and family members to more fact-based and ind behaviors.

Learning Objectives

- I can understand common myths about LGBTQ people and the appropriate talking points to refute them
- I can speak up and effectively push back against LGBTQ myths and misinformation

Systemic Change (301)

Summary

Equity lives in policies and procedures. In this workshop, we will take an actual policy or process in your organization, define the level of LGBTQ equity within it, deconstruct the different components and redesign the process or policy with LGBTQ equity at the center. We will discuss basic change management strategies for implementing and adopting the new process or policy.

Learning Objectives

- I can analyze policies and processes for LGBTQ equity
- I can design new policies and processes for LGBTQ equity
- I can implement new policies and processes for LGBTQ equity

Investigating Gender (101)

Summary

Together we will open the gender conversation beyond the Male/Female binary. 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?

Learning Objectives

- I can define and differentiate sexual orientation, gender identity, gender expression and assigned sex
- I can have a conversation about my own gender experience with a friend
- I can point to the specific areas of my organization that are gendered

Supporting Trans Employees (101)

Summary

How can we best support humans who undergo gender transition at work? Oftentimes, 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.

Learning Objectives

- I can define the core components of allyship for Transgender and Nonbinary team members
- I can build relationships with Transgender team members
- I can support Transgender team members who undergo a workplace gender transition

Normalizing Pronouns (201)

Summary

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.

Learning Objectives

- I can normalize pronoun usage across everyday meetings and interactions, email signatures, IT systems
- I can respond effectively to common challenges and misconceptions about pronoun and their uses
- I can describe the relationship between pronouns and creating inclusive workspaces for people of all genders

Deconstructing Gendered Workspaces (301)

Summary

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? Learning objectives:

Learning Objectives

- I can describe different situations where workplaces assign value to different or "ideal" gendered language, leadership styles, communication styles and ways of being. Ex. Opening up meetings w "Ladies & Gentleman"
- I can point to specific areas of my organization that are gendered
- I can analyze various scenarios involving workplace procedures and policies and their level of gender equity
- I can design gender equity goals for my organization and a transparent system for measurement and accountability surrounding the goals

2024 State of the Union (101)

Summary

In this workshop we'll go beyond the headlines and investigate what is happening on the ground in the lives of LGBTQ people. We'll listen to stories of LGBTQ people, investigate laws and policies being introduced and collectively workshop how we want ourselves and our organization to show up for the LGBTQ community.

Learning Objectives

- I can analyze current events and trends in the LGBTQ space
- I can understand the deeper root causes and history that created this present moment
- I have a plan for how I want to show up and be an ally to LGBTQ people during this time

A group of diverse business professionals are gathered around a wooden conference table in a bright, modern office. They are smiling and engaged in a discussion, looking at documents and laptops on the table. The scene is overlaid with a semi-transparent white filter. The text 'Inclusive Leadership Trainings' is prominently displayed in the center in a bold, green, sans-serif font with a black outline.

Inclusive Leadership Trainings

Managing Conflict (201)

Summary

The absence of constructive conflict in an organization is generally not a good sign. When it comes to LGBTQ inclusion, everyone is either afraid to say the wrong thing, afraid that their well-intentioned question will come off wrong and/or confused about how to operationalize LGBTQ inclusion but doesn't want to challenge the way the organization does things. We will explore different approaches for managing conflict and repairing harm with an LGBTQ lens.

Learning Objectives

- I can apply different conflict management approaches in my day-to-day work
- I can guide teams through a process of repair and healing with conflict causes harm

Getting Strategic (201)

Summary

Most of the time, DEI feels like a game of whack-a-mole. There's a shared understanding that we want to create a strong culture of inclusion but there's no definition around the strategy that guides our efforts, the outcomes we are trying to achieve, the specific actions that work towards those outcomes and how we measure success and accountability. In this workshop we take LGBTQ inclusion from an extra-curricular project to a defined strategic roadmap that all stakeholders can support

Learning Objectives

- I can write an LGBTQ inclusion strategy that is unique to my organization
- I can break the reactionary cycle and work towards long-term LGBTQ+ inclusion
- I can align leaders and stakeholders around a strategy

Expanding Psychological Safety for LGBTQ Employees (101)

Summary

Allyship is an action, psychological safety is an environment. Allyship best practices will change over time but but psychological safety is a measured and sustained experience. Psychological safety is a knowing that LGBTQ employees don't have to cover who they are and that vulnerability, no matter which employee is expressing it, is not a punishable offense. Learning objectives for this session include:

Learning Objectives

- I can list which of the common behaviors that employees may practice to cover their identities
- I can practice and hone strategies that create a psychologically safe workplace and supports my teams' authentic selves
- I can identify what a psychologically safe workplace looks like.

LGBTQ Inclusive Leadership: Foundations (101)

Summary

It's a common phrase that "change starts at the top" but what does that actually look like for leaders of teams and organizations? How can anyone, even those without leadership roles, be inclusive leaders? In this workshop we will cover the foundations of what LGBTQ inclusive leadership including creating belonging, understanding power, empathy, inclusive communication and accountability.

Learning Objectives

- I can execute behaviors required of inclusive leaders
- I can measure the impact of inclusive leadership
- I have a plan to practice my inclusive leadership



Recruiting Trainings

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.

LGBTQ Allyship (For Recruiting Professionals) (101)

Summary

It's a common phrase that "change starts at the top" but what does that actually look like for leaders of teams and organizations? How can anyone, even those without leadership roles, be inclusive leaders? In this workshop we will cover the foundations of what LGBTQ inclusive leadership including creating belonging, understanding power, empathy, inclusive communication and accountability.

Suggested Audience

Anyone involved in the hiring process

Why LGBTQ Recruitment Matters (101)

Summary

This training grounds attendees in the barriers and challenges that LGBTQ people face in employment. We'll cover the business case for recruiting LGBTQ talent, how to identify the most common micro aggressions in the recruitment process and do a deep dive on what LGBTQ candidates are actually looking for from employers when they apply for a job (benefits, policies, culture, etc.).

Suggested Audience

Anyone involved in the hiring process

Queer Inclusive Marketing & Outreach (201)

Summary

With more and more organization's being called out for performative allyship, it's important that your marketing efforts and brand reflect a true commitment to LGBTQ inclusion. Together we'll evaluate the extent to which your brand conveys LGBTQ inclusion, how to create a marketing plan that drives LGBTQ candidates to apply and where + how to build relationships with LGBTQ candidates.

Suggested Audience

Anyone involved in the hiring process, marketing teams, sourcing leaders

Interacting with LGBTQ Candidates (201)

Summary

The most critical point in the hiring journey for LGBTQ candidates is when they finally get to meet your teams. This session will explore how to create an LGBTQ-inclusive space in the interview, how to describe your organization's commitment to LGBTQ inclusion and how to respond to commonly asked questions that LGBTQ applicants might have.

Suggested Audience

Interviewers, team members involved in career fairs, hiring events, brand engagements such as Pride festivals

Assessing the Candidate in an Inclusive Way (301)

Summary

Many teams aren't sure how to inclusively (and legally) discuss the role of identity while making a hiring decision. This session will cover how to talk about LGBTQ job seekers without violating employment laws, how to challenge common diversity, equity and inclusion myths in hiring decisions and how to combat anti-LGBTQ bias in decision making.

Suggested Audience

Hiring managers, recruiters, team leaders/people managers

Goal Setting + Measurement for LGBTQ Inclusion (301)

Summary

An LGBTQ recruiting plan or strategy is not complete without the appropriate goals and data. This session will cover how to set appropriate goals with key stakeholders, how to track the progress of those goals and how to include these goals when measuring the performance of hiring managers and recruiters.

Suggested Audience

Hiring managers,
recruiters, team
leaders/people
managers, executive-
level leaders such as
Chief Human
Resources Officers,
Chief Talent Officers,
Chief Diversity Officers



Career Professionals Trainings

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.

Barriers + Opportunities Facing LGBTQ Job Seekers (101)

Summary

46% of LGBTQ individuals are in the closet at work and even more-so in the hiring process. They face a variety of challenges in hiring including unconscious bias, a lack of information from employers about LGBTQ-inclusive policies and benefits and a gap in social and emotional support from professionals tasked with supporting their career journeys. This session helps allies identify the current landscape and challenges facing LGBTQ job seekers and how they can help job seekers navigate them.

Suggested Audience

Career coaches,
counselors and
consultants

LGBTQ Allyship (For Career Professionals) (101)

Summary

Do you want to make sure you're prepared to have authentic conversations with the LGBTQ community? During our time together, we'll discuss the foundations of LGBTQ vocabulary and allyship with a specific lens on how it all applies to career professionals. Our goal is to create an affirming and inclusive spaces that ensures LGBTQ job seekers can get their needs met.

Suggested Audience

Career coaches,
counselors and
consultants

Assessing Employer Partners for LGBTQ inclusion (201)

Summary

Most employers aren't forthcoming with their diversity, equity and inclusion efforts. It can also be hard to discern where an organization is at on their LGBTQ inclusion journey from their website alone. This session will explore what to look for, how to look for it and how to guide job seekers as they find an inclusive employer with the right policies, benefits and culture for them.

Suggested Audience

Career coaches, counselors and consultants

Interacting with LGBTQ Job Seekers (201)

Summary

Too many of us are afraid of saying the wrong thing and we're unsure how to interact with LGBTQ job seekers on issues of identity. Some of this is due to generational and language differences, some is related to unconscious bias and some is related to emotional intelligence. There's no one-size-fits-all for interacting with the LGBTQ community but we will explore the tools to ensure that your door is always open for job seekers to share as much or as little as they want to.

Suggested Audience

Career coaches,
counselors and
consultants

PRICING

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.

NON-PROFIT: \$3000

per-training

FOR-PROFIT: \$4000

per-training

Please contact nick@mossier.com for details.

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 team stands ready to support your growth. Thank you for your commitment to everyone LGBTQ.

~ Nick Alm, They/Them, Founder and Godx

CONTACT US

Set Up A Call Today.

Let's enable employment
equity for everyone
LGBTQ.