



*If you want to be an ally for innovation then you must be an ally for LGBTQ co-workers*

# Allies for Innovation™

Why is the inclusion of the LGBTQ community important to innovation? How do you create a work environment that makes LGBTQ want to join, stay, and fully contribute?

There are two major forces shaping the importance of LGBTQ in the workplace: A massive positive social shift towards embracing equality for the LGBTQ community, and a greater understanding of the role that “difference” plays in continually innovating at a fast pace. As a result it is more important than ever for everyone to be aware of their biases and behaviors towards the LGBTQ community that can negatively impact innovation.

Allies for Innovation is an experiential, full immersion process that will open your eyes, heart, and mind. You will learn that being ‘different’ makes us better.

We highly recommend but do not require that individual allies attend with their LGBTQ co-workers. We do insist on a diverse representation of participants in order to enhance the learning and growth experience for all.

## Learning Objectives

- 1 Understand the connections between inclusion of LGBTQ and innovation in the work environment
- 2 Identify barriers, biases, and prejudices that could negatively impact workplace relationships
- 3 Learn to understand and value the LGBTQ “difference” in the workplace
- 4 Create specific goals and behaviors to foster full contribution by LGBTQ employees in the innovation process
- 5 Develop Emotional and Social Intelligence to improve leadership ability and drive innovation



Transform Your Culture.  
CREATE INCLUSION.