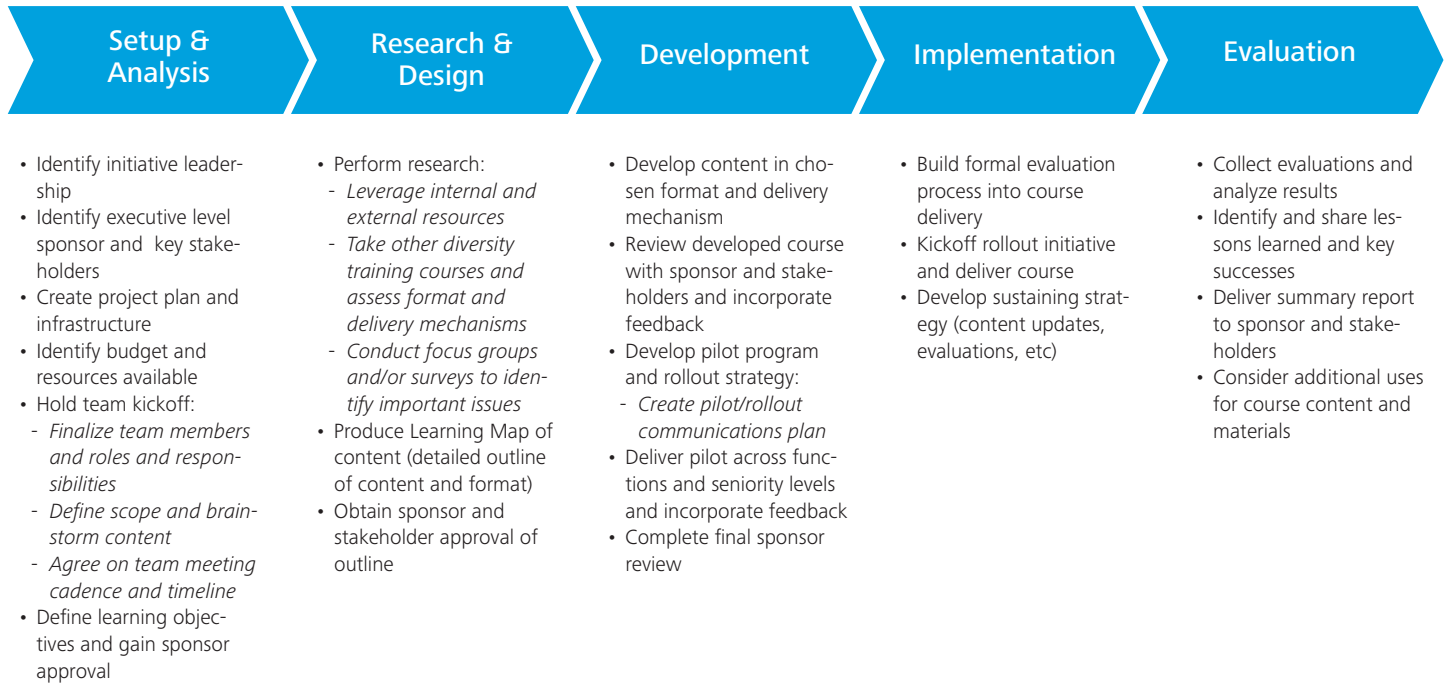
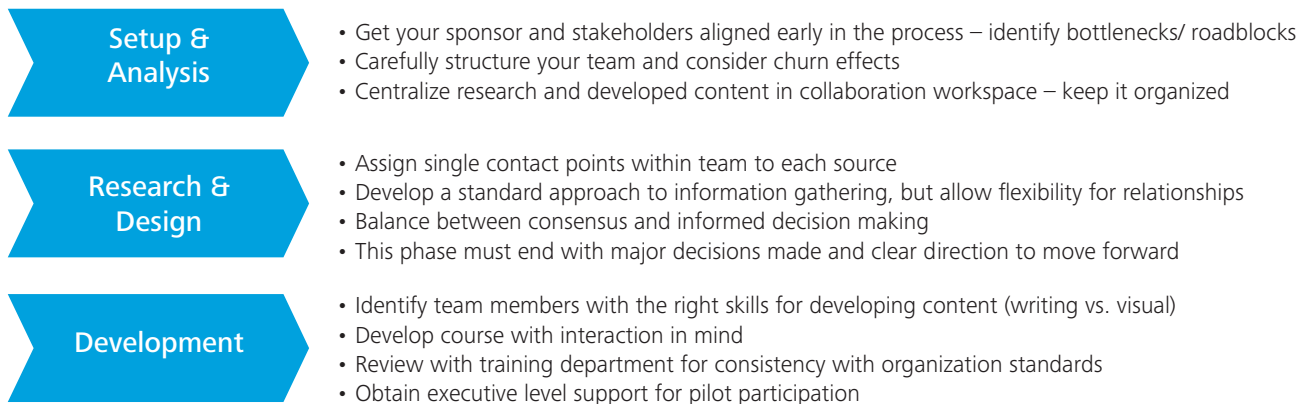


## Best practices for supporting LGBT staff Instructional design methodology



### Lessons learned:



# Best practices for supporting LGBT staff

## LGBT content and best practice resources

Resource	Content	Organization	Link
<b>Website</b> Human Rights Campaign	<ul style="list-style-type: none"> <li>• CEI Index Criteria, toolkit samples and links</li> <li>• General and business case resources</li> </ul>	Human Rights Campaign	<a href="http://www.hrc.org">www.hrc.org</a>
<b>Website</b> National Gay and Lesbian Task Force Policy Institute	<ul style="list-style-type: none"> <li>• Reports and research around LGBT topics</li> <li>• Opening the door to transgender inclusiveness report</li> </ul>	The Task Force	<a href="http://www.thetaskforce.org/reports_and_research">www.thetaskforce.org/reports_and_research</a>
<b>Website</b> Parents, Families, and Friends of Lesbians and Gays	<ul style="list-style-type: none"> <li>• Straight for Equality ally program</li> <li>• Terminology and cultural information</li> <li>• Local resources and contacts</li> </ul>	PFLAG	<a href="http://www.pflag.org">www.pflag.org</a>
<b>Website</b> Out & Equal	<ul style="list-style-type: none"> <li>• Workplace related resources around LGBT advocacy topics</li> <li>• Workplace Summit workshop content</li> </ul>	Out and Equal	<a href="http://www.outandequal.org/workplace-resources">www.outandequal.org/workplace-resources</a>
<b>Workshop</b> Building Bridges	<ul style="list-style-type: none"> <li>• Out and Equal ally building training</li> <li>• Train the trainer offers a historical and in-depth understanding of the LGBT environment</li> </ul>	Out and Equal	Contact Pat Baillie p:(415) 694.6521 <a href="mailto:pbaille@outandequal.org">pbaille@outandequal.org</a>
<b>Article</b> <i>How to Help LGBT Employees Help your Organization Grow</i>	<ul style="list-style-type: none"> <li>• Article written to help employers understand/support LGBT employees</li> <li>• Checklist of suggestions / best practices from Ford, IBM and Lucent</li> </ul>	Multicultural Advantage	<a href="http://www.multiculturaladvantage.com/recruit/group/LGBT/How-to-Help-LGBT-Employees-Help-Your-Organization-Grow.asp">www.multiculturaladvantage.com/recruit/group/LGBT/How-to-Help-LGBT-Employees-Help-Your-Organization-Grow.asp</a>
<b>Article</b> <i>Acceptance of Gays, Lesbians Is A Big Part of Kodak's Diversity Picture</i>	<ul style="list-style-type: none"> <li>• Discusses Kodak's approach to LGBT training for employees / leaders</li> <li>• Kodak uses some innovative training techniques and approaches</li> </ul>	Workforce Management	<a href="http://www.workforce.com/section/111/feature/23/90/44/#">www.workforce.com/section/111/feature/23/90/44/#</a>
<b>Handout</b> <i>FAQ by Managers Regarding LGBT workplace issues</i>	<ul style="list-style-type: none"> <li>• Reasonably thorough FAQ document about supervising / managing LGBT employees</li> <li>• Provides content that may be leveraged for developing our training</li> </ul>	GLBT Workplace.com	<a href="http://www.mycoachdave.com/glbworkplace/Manager%20FAQ-8x11.pdf">www.mycoachdave.com/glbworkplace/Manager%20FAQ-8x11.pdf</a>

For more information, please contact:



**Orlan Boston**  
Principal  
Deloitte Consulting LLP  
Office: +1 212 618 4285  
E-mail: [oboston@deloitte.com](mailto:oboston@deloitte.com)



**Nathan Knight**  
Manager  
Deloitte Consulting LLP  
Mobile: +1 404 405 4564  
E-mail: [nknight@deloitte.com](mailto:nknight@deloitte.com)



**Blake Wallace**  
Senior Consultant  
Deloitte Consulting LLP  
Mobile: +1 213 952 1101  
E-mail: [bwallace@deloitte.com](mailto:bwallace@deloitte.com)

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