



# Gender and Pronoun 101 Best Practices for the Workplace

This highly interactive and informative cultural awareness training supports organizations in deepening their understanding of gender with an emphasis on creating inclusive workplaces for transgender, gender nonconforming, and nonbinary colleagues, clients, funders, and other stakeholders. Through group discussion, multimedia, self-reflection, and roleplay, individuals will:

1. Discuss best practices based on current California employment law and individual professional context to create a welcoming space for transgender and gender expansive colleagues and clients.
2. Discern the differences between three dimensions of gender: gender biology, gender expression, and gender identity.
3. Reflect on their own “gender journey” and identify places where aspects of their gender differ from social expectations.
4. Learn definitions for various terms used to refer to transgender and gender expansive people, including terms to avoid.
5. Practice asking others what their pronouns are, sharing their pronouns, and using gender-neutral pronouns.

This workshop is most effective over two hours, though it may be shortened, lengthened, or offered in multiple sessions based on your needs. **For more information, contact Kelsey at (510) 516-4164 or [Kelsey@kelseyachaconsulting.com](mailto:Kelsey@kelseyachaconsulting.com).**

*I really loved Kelsey’s approach to breaking down the topics of gender- which he did by sharing his own personal experiences. He created a safe space that felt non-judgmental and informative. I could tell by people’s responses that many felt safe to venture outside their comfort zones during the discussion.*

*–Associate, Boston Consulting Group, Seattle*

*The pronoun roleplay was the most helpful thing for me—I was skeptical because I thought it was super straightforward. I was wrong.*

*-Employee, Scoop*

Kelsey Pacha, MA, M.Div. is a transman who has worked with lesbian, gay, bisexual, transgender, and queer (LGBTQ) people for 15+ years. Kelsey supports the work of corporations, non-profit organizations, clinicians, and faith leaders in increasing their LGBTQ competency through programmatic consulting, education, and empowerment. He has presented workshops around the country, published academic resources on the impact of inclusive spaces for LGBTQ people in various settings, and serves as the current Board President of *Trans Bodies, Trans Selves*.



# LGBTQ 201: Advanced Best Practices for Workplace Inclusion

This session is intended for companies who want to generate actionable items—like creating an employee resource group, changing policies, or modifying a strategic vision—to create a supportive environment for LGBTQ employees, clients, and other stakeholders. Through self-assessment, small group work, and facilitated conversation, participants will delve into the unique dynamics of your corporate culture, using your mission, vision, and values statements, among other industry benchmarks, to generate best practices tailored to your goals. Workshop participants will:

1. Learn about the performance-related, economic, and organizational benefits of working for inclusion of LGBTQ employees and colleagues, and review applicable California workplace regulations.
2. Complete a self-assessment about the strengths and resources they support possess to best LGBTQ colleagues, and consider helpful interventions for possible bias.
3. Discuss individual and communal best practices to create a welcoming space for LGBTQ colleagues and clients.
4. Collaborate on a case study relevant to your workplace's needs.
5. Identify specific actionable items, responsible parties, and create a timeline to make changes to increase LGBTQ competency in the workplace.

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*Kelsey helps bring [the work of LGBTQ competency] to life. He served as a strategic design thought-partner and supported our organization in developing and implementing long-term goals and short-term actions. Kelsey brings his dedication and heart to his work and blends it skillfully with his expertise in LGBTQ issues.*

*-Jodi Schwartz, Executive Director, LYRIC*

*I loved hearing Kelsey's story and experience. It gave so much weight to the importance of getting this right in the workplace.*

*-Employee, Coinbase*

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