



# DIVERSITY, EQUITY, AND INCLUSION WITH A FOCUS ON GENDER AND SEXUALITY

**HiTOPS offers a DEI Professional Development Series designed to build affirming workplaces that support employees and communities.**

Trainings are for adults in corporations, businesses, affinity groups, youth-serving organizations, and community groups. Sessions focus on concepts related to gender and sexuality and provide a safe space to learn, ask questions, and have courageous conversations.

## Topics Include:

- Sexual Orientation, Gender Identity and Expression (SOGIE)
- Deconstructing Gender Roles
- Exploring Identities and Intersectionality
- LGBTQ+ History and Legislation
- A Deeper Dive into the Transgender Experience
- LGBTQ+ Family Building
- SOGIE 2: Reflections and Review



**DIVERSITY, EQUITY  
& INCLUSION**

See Reverse for Descriptions

### ① Training methodology

Sessions offer a non-judgmental space with ample opportunity for discussion, questions, and exploration of comfort/discomfort.

HiTOPS work is grounded in the latest research. Trainings provide the most up-to-date information, statistics, and analysis.

We offer practical suggestions for building and maintaining an affirming, positive, and safe environment at work and in communities.

### ② Trainings are customizable

Trainings may be customized for small or large groups and may be conducted as a series or as a one-time offering based on identified needs and interests. Length of training sessions is also customizable. Virtual and in-person options are available.

### ③ Next Steps

For more information and a quote, email our Director for Education & Professional Development at [tfoley@hitops.org](mailto:tfoley@hitops.org).



# DIVERSITY, EQUITY, AND INCLUSION PROFESSIONAL DEVELOPMENT SERIES

## **Sexual Orientation, Gender Identity & Expression (SOGIE)**

Learn about the three separate, yet related constructs of sexual orientation, gender identity, and gender expression. An introduction to basic terminology that relates to each construct is provided, as are the implications for school communities, families, and work environments.

## **Deconstructing Gender Roles**

Explore gender stereotypes that are perpetuated throughout the lifespan, focusing on five agents of influence that contribute to our gender associations and definitions in childhood: family, peers, school/workplace, religion, and media.

## **Exploring Identities and Intersectionality**

Broaden the discussion of identities beyond sexual orientation, gender identity, and gender expression to include race, socioeconomic status, ethnicity, body size, and other identities, and explore experiences with privilege, oppression, bias, and microaggressions. Focus on understanding the various intersections of multiple marginalized identities and how this may impact people in schools, the workplace, and in society.

## **LGBTQ+ History and Legislation**

Explore the history of the LGBTQ+ rights movement in the U.S. from the late 1800s to present, and sexual orientation, gender identity, and gender expression across cultures and historical time periods. Understand the federal, New Jersey, and school policies and protections for LGBTQ+ identifying people and discuss their implications for practice.

## **A Deeper Dive into the Transgender Experience**

Discuss ways in which transgender and non-binary people experience puberty, transitioning, and navigating gender dysphoria. These challenges are contextualized with existing research on trans/non-binary youth. Best practices and implications for learning and growth are explored.

## **LGBTQ+ Family Building**

Explore the different ways queer and trans folks may build a family. This workshop includes an overview of (1) medical transitioning, (2) the effects of medical transitioning on fertility, (3) the processes related to fertility preservation, and (4) other family building options available to queer and trans folks.

## **SOGIE 2: Reflections and Review**

Review SOGIE constructs and delve into more advanced terminology related to sexual orientation, gender identity, and gender expression. Explore the journey that many experience when coming out, the challenges and rewards of coming out, and best practices for subverting our personal biases and supporting queer folks.



**Empowering. Affirming. Community-Building.**  
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