



# **Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment**

*Dr. David M. Hall*

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Dr. David M. Hall began his lesbian, gay, bisexual and transgender advocacy work while he was just a teenager.

It was after learning in his high school human sexuality class about the historical treatment of the LGBT community that he was struck with the urgency to become a straight ally, even if he did not know anyone at the time who would benefit from his work.

He would soon immerse himself into fighting for LGBT rights, a devotion that prompted him to write, *Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment* to encourage others to become straight allies.

Through extensive research, the book offers a guide to create cultural change in the workplace, developing work environments that fully include everyone regardless of their sexual orientation or gender identity/expression.


Out & Equal Workplace Advocates has partnered with Hall on the book, which details the importance of LGBT allies in shaping workplace climates, the business case for developing a strong ally program at work, and the cultural competencies required to understand the impact of living in the closet.

In *Allies at Work*, Hall provides the framework for teaching what he calls cultural competency, which is the removal of all assumption and enforcement of heterosexuality in the workplace, creating environments in which everyone is equal.

Throughout the book, Hall, a workplace productivity consultant, utilizes the personal struggles and daily challenges of numerous LGBT people to underscore the need for straight allies to actively pursue and work toward creating equality in the workplace.

The book is a valuable resource not only for allies, but for the LGBT workforce, introducing them to challenges faced by members of their own community, while also encouraging them to become actively involved in their companies' employee resource groups and by joining or starting Out & Equal affiliates.

*Allies at Work* doesn't only inspire straight allies into action, but it helps shape a future in which everyone can be out and equal.

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