

# THE LGBTQ+ BAR

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## LGBTQ+ WORKPLACE INCLUSION PROGRAM

National LGBTQ+ Bar Foundation | LGBTQ+ Workplace Inclusion Program  
Advancing Inclusion & Belonging in the Legal Profession

## OVERVIEW



The legal industry is under growing pressure—from clients, talent, and the broader public—to make LGBTQ+ inclusion a visible, strategic priority. Our LGBTQ+ Workplace Inclusion Program is tailored for law firms, legal professionals, and companies, supporting your people and your clients with evidence-based, practical solutions for inclusion. Whether you are strengthening internal culture or meeting diversity commitments in RFPs, we bring the insight and tools you need.



## WHO WE SERVE

We support a range of professionals within law firms, including:

- HR & Talent Development Leaders
- Chief Diversity & Inclusion Officers
- Practice Group Leaders & Partners
- Associates & Summer Programs
- Legal professionals at every stage of their career
- ERG groups and their members

# TRAINING MODULES & FOCUS AREAS



## LGBTQ+ INCLUSION MODULES FOR LEGAL TEAMS

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- LGBTQ+ 101: Foundational Inclusion in Law Firms
- Allyship in Legal Environments
- Recent Legal and Policy Changes Impacting the U.S. LGBTQ+ Community\*
- Trans Inclusion: Policy, Practice & Culture
- Inclusive Benefits, Dress Codes, and Transition Support
- Client-Facing Sensitivity: Supporting LGBTQ+ Clients & Stakeholders
- Intersectionality: LGBTQ+ Identity Across Race, Gender, Class, & Generations
- Legal Considerations for LGBTQ+ Workplace Equity (Title VII, Executive Orders, Applicable State Law, etc.)\*
- LGBTQ+ Individual & Family Constellation Protections

## CORE MODULES FOR LAW FIRMS

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- Unconscious Bias in Legal Practice
- Inclusive Leadership for Partners & Managers
- Equity in Evaluation & Sponsorship

Each session includes case studies, firm-relevant scenarios, and actionable takeaways. Training focus areas and LGBTQ+ inclusion programming options can be tailored specifically for your organization's needs. \*NOTE: Premium pricing may apply for certain modules, for CLE-appropriate materials, and for presentations in and around Pride month.

# ENGAGEMENT & PRICING OPTIONS

We offer flexible formats tailored to your firm or company's size, scope, and strategic goals. If the below offerings don't meet your specific needs, please call us!

## INTERNAL FACILITATION VIRTUAL SESSIONS

Led by our in-house team with legal industry experience. Team training unless a fireside chat or keynote.

- Fireside Chat with Client (60 minutes):  
\$3,500
- Single Workshop or Keynote (60 min):  
\$5,000
- Half-Day Session (3 hours):  
\$10,000
- Full-Day Training or Strategy Workshop:  
\$15,000

## INTERNAL FACILITATION IN-PERSON

Led by our in-house team with legal industry experience. Team training unless a fireside chat or keynote.

- Fireside Chat with Client (60 minutes):  
\$7,000 + travel costs
- Single Workshop or Keynote (60 min):  
\$10,000 + travel costs
- Half-Day Session (3 hours):  
\$15,000 + travel costs
- Full-Day Training or Strategy Workshop:  
\$20,000 + travel costs

## EXTERNAL EXPERT ENGAGEMENT VIRTUAL

Facilitated by nationally recognized LGBTQ+ thought leaders or LGBTQ+ inclusion consultants. Team training unless a fireside chat or keynote. Cost may increase depending on group size and number of faculty involved.

- Fireside Chat with Client (60 minutes):  
\$6,500
- Single Workshop, Keynote or Executive Session (1 hour): \$10,000
- Half-Day Session or Leadership Training (3 hours): \$12,500
- Full-Day Firmwide Workshop or Multi-Session Series (2): \$18,500

## EXTERNAL EXPERT ENGAGEMENT IN-PERSON

Facilitated by nationally recognized LGBTQ+ thought leaders or LGBTQ+ inclusion consultants. Team training unless a fireside chat or keynote. Cost may increase depending on group size and number of faculty involved.

- Fireside Chat with Client (60 minutes):  
\$10,000 + travel costs
- Keynote or Executive Session (1–2 hours):  
\$15,000 + travel costs
- Half-Day Session or Leadership Training:  
\$18,500 + travel costs
- Full-Day Firmwide Workshop or Multi-Session Series (2):  
\$25,000 + travel costs

All sessions include pre-session planning and post-session debrief. All sessions may be recorded and used internally only by your organization for one year of unlimited access. Most sessions can be tailored for CLE credit.



## WHY FIRMS & COMPANIES CHOOSE US

- Trusted advisors to legal professionals and global law firms
- Deep knowledge of legal talent systems, compliance, and client demands
- Commitment to practical, action-oriented learning—not just theory
- Skilled in facilitating nuanced conversations across levels of seniority

**"Thank you so much for doing this presentation! This was a meaningful collaboration for our firm and I received positive feedback from people already. I hope that we can continue collaborating for years to come!"**

- Organizer of allyship training at top law firm

## NEXT STEPS

**Let's shape a more inclusive, future-ready firm or company —together.**

Contact us at [WIP@lgbtqbar.org](mailto:WIP@lgbtqbar.org) to request a detailed proposal or book an exploratory call.

