

Brave Business Network

Employment Justice

Trans Inclusion

Visibility

Expansion

Solidarity

Action

BRAVE SPACE
ALLIANCE

Join Us.

Brave Business Network (BBN) is an initiative that is designed to create workplaces and jobs for trans and gender non-conforming people. BBN works in partnership with Brave Space Alliance's (BSA) Employment Justice Program and is intended *to promote competence and compliance in gender inclusive practices for employers and workers throughout Chicago.*

It is no secret that LGBTQ+ people are more likely than the general population to be jobless, homeless and poor. In fact, a recent study from the [Black Futures' Lab showed more than 90% of LGBTQ+ respondents named low wages as their biggest problem.](#) Studies and statistics continually show LGBTQ+ individuals as suffering and of that population, Black, Brown, and Indigenous individuals bear the brunt of the economic disparity.

Launched in May of 2021, BSA's Employment Justice Program works to align trans people with jobs and opportunities in union/protected and affirming workplaces all over Chicago while working directly with trans people, and partner organizations, to fight back against the employment discrimination and systematic un/underemployment that is widespread in our community. As a member of this initiative you will directly assist BSA in building networks and strategies to dismantle oppression in all forms.

[Learn about the Employment Justice Program](#)

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Employment discrimination and the impact of social stigma contribute to very high rates of unemployment among transgender workers. The National Transgender Discrimination Survey found that the unemployment rate for transgender workers was twice the rate for the population as a whole (14% compared to 7%), with the rate for transgender people of color reaching as high as four times the national unemployment rate. - A Broken Bargain for Transgender People. 2013

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Membership Levels & Benefits

Bronze Membership*

- ⇒ Inclusion on our website's Brave Business Network membership list
- ⇒ Quarterly trans inclusion trainings
- ⇒ Plaque of certification
- ⇒ Annual networking event

Silver Membership

- ⇒ All Bronze benefits
- ⇒ Participation in an annual LGBTQ+ job fair
- ⇒ Placement of trans and non-binary employees via Employment Justice Program
- ⇒ Employment opportunities disseminated to our queer job board
- ⇒ Biannual guidance tool for gender inclusive practices in the workplace
- ⇒ Recognition in our Annual Report

Gold Membership

- ⇒ All Bronze and Silver benefits
- ⇒ Semi-annual 1-on-1 coaching from BSA's Employment Justice Coordinator
- ⇒ 1 social media shout out a year
- ⇒ 1 feature in our newsletter a year

Platinum Membership

- ⇒ All Bronze, Silver and Gold benefits
- ⇒ 2 tailored trainings annually
- ⇒ Quarterly 1-on-1 coaching from BSA's Employment Justice Coordinator
- ⇒ Direct support creating gender inclusive policies and procedures
- ⇒ Priority for event sponsorship opportunities
- ⇒ 2 social media shout outs a year

*Bronze Memberships Available Only to Small Businesses and Nonprofit/Community Organizations

Annual Membership Dues by Type & Size

Small Business (>50 employees)

Bronze: \$2,000*

Silver: \$5,000

Gold: \$7,500

Platinum: \$10,000

Medium-Sized Business (51-249 employees)

Silver: \$8,000

Gold: \$10,500

Platinum: \$13,500

Corporation (>250 employees)

Silver: \$50,000

Gold: \$100,000

Platinum: \$150,000

Nonprofit & Community Organizations

Bronze: \$1,500*

Silver: \$2,500

Gold: \$3,500

Platinum: \$4,500

Please note that the Gold and Platinum levels have a maximum of 10 spots available during this enrollment period for each across organization or company type.

Enrollment Period

July 15th—August 15th, 2021

Register for the Be Brave Network Virtual Information Session

Friday, July 30th, 2021 | 1:00-2:30 pm CST | [Registration Link](#)

Sign-Up to be a Brave Business Network Member

[Membership Registration Link](#)

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On the Horizon | Upcoming Brave Business Network Events

Once you become a member you are welcome to join us for the following opportunities. Event registration will be sent upon successful completion of membership enrollment.

⇒ **Virtual Welcome Session for New Members**

All Membership Levels

Thursday, August 26th, 2021 | 2:00—3:00 PM CST

⇒ **Training #1: Understanding Transness—A Comprehensive Trans 101**

All Membership Levels

Monday, September 8th, 2021 | 1:00 PM CST

⇒ **Table at WERQ! LGBTQ Job Fair**

Silver, Gold & Platinum Members

Friday, September 24th, 2021 | 10:00 AM —3:00 PM CST

[More Information](#)

⇒ **Training #2: Understanding Trans Lives and Liberation—A Trans 201**

All Membership Levels

Monday, October 4th, 2021 | 1:00 PM CST

⇒ **Networking Social**

All Membership Levels

Friday, November 5th, 2021 | 5:30—8:00 PM CST



Trainings Offered

1. Human Resources and Liberation in the Workplace: Anti-Racist and Pro-Trans HR Training

This training tackles how to address a key problem in hiring and workplace culture: White and Cis Supremacy. The workshop breaks down how to develop an actively anti-racist and pro-trans hiring process, and how to create a workplace culture that centers the needs of Black and Brown queer and trans people.

2. Out of the Closet and Into The Streets: A Comprehensive Sexuality 101

This training is ideal for an organization needing help with both truly beginner-level concepts of LGBTQ identity and diversity, and one looking to refresh their sexuality training. The workshop takes a traditional LGBTQ 101 and conducts it from a sexuality analysis, breaking down identities, LGBTQ history, and sexuality as it relates to gender.

3. Understanding Transness: A Comprehensive Trans 101

This training is ideal for an organization looking to create a culture of trans affirmation and centered around the unique needs of trans people in service provision, in the workplace, and in everyday life. The workshop breaks down basic ideas about gender, dos and don'ts of interacting with trans people, the difference between sex and gender, and the diversity of trans experience.

4. Understanding Trans Lives and Liberation: A Trans 201

This training is created for an audience looking to advance their trans competence, or gain a deeper understanding of the lived experiences of trans people. It is an ideal companion training for our Trans 101, described above. The workshop addresses the complexities of transphobia and how the world is build to cater to cisgender people, as well as breaking down how to achieve trans liberation, and a history of the trans liberation movement.

5. Anti-Racism from a Black Trans Liberation Perspective

This training is aimed at building an anti-racist praxis specifically by dismantling anti-Blackness societally and interpersonally, and addressing racism through a trans liberation lens. The workshop addresses the foundational history of race, gender, racism, and gender policing, and how to effectively fight back against those forms of oppression.

6. Decolonization from a Pan-Africanist, Trans Liberatory Perspective

This training looks at the construction of power structures and expands on how a decolonized mindset is a medium for expanding a personal and collective vision for a new world independent of what we know and experience today. The training is an ideal complement to our anti-racism training above.

Frequently Asked Questions

1. My organization/company is interested but unable to join at this time. Will there be opportunities to become a member in the future?

Yes, we will open enrollment again in the fall of 2022.

2. I can't make the information session on July 30th, 2021. How do I learn more?

The information session will be recorded and posted on our [website here](#).

3. How does an organization/company pay the membership fee?

You pay the membership fee when you sign-up. Corporations are welcome to pay their membership fee on a quarterly basis. To secure your spot, corporations need to pay 25% of the annual membership fee at the time of registration. We will send you quarterly invoices for the remainder.

4. How many people from my organization/company can I send to trainings as a member?

The bulk of our trainings will be offered virtually, so you are welcome to send as many people as you would like. For in-person trainings we will notify you based on capacity and Covid safety guidelines.

5. Can individuals become members?

We are grateful that you want to join the network! At this time membership is reserved for groups, organizations, businesses and corporations. However, you and a few friends are welcome to form a group and sign-up under our 'Community Organization' category.

6. What is the duration of membership?

Your membership will begin on September 1st, 2021, will be eligible for renewal on August 1st, 2022 and expires September 1st, 2022. Current members will be given renewal priority before the next round of enrollment opens for new members that fall.

Questions? Please contact:

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