



FOUNDATION TRAINING

LGBTIQ+[Ai] AWARENESS & INCLUSION

Providing fundamental information for organisations embarking on their inclusive practice journey or wanting to refresh their existing knowledge.

Duration: 2 hours
<25 participants

ABOUT THIS MODULE

Organisations are recognising that increasing awareness and inclusion of LGBTIQ+ people and communities can provide healthier outcomes for staff and services users. It is not uncommon for people and organisations to feel like this is new territory. LGBTIQ+[Ai] Foundation Training provides fundamental information to help organisations embrace diversity and to improve their service user experience. If you are just beginning your journey of LGBTIQ+ inclusion or you need a refresher, this is a great place to start. We draw on evidence-based statistics and research conducted by leading institutions such as La Trobe University and UNSW.

BEFORE YOUR TRAINING SESSION

A Pre-Session Questionnaire is sent to all participants prior to training delivery. This Meridian tool is used to:

1. Understand the existing level of LGBTIQ+ awareness in the group.
2. Gain insight into how welcoming and inclusive participants believe their organisation to be.
3. Provide an opportunity for participants to ask anonymous questions.

This data can guide discussion and structure of sessions.

TRAINING OUTCOMES

- Understand and recognise diversity within human experience.
- Explore evolving concepts of sex, gender and sexuality.
- Gain confidence in the use of language and terminologies around LGBTIQ+ people and communities.
- Identify and develop ways to enhance workplace inclusive practice and policy.
- Focus on topics of learning and discussion specific to your organisation.

TOPICS COVERED

- Unpacking the acronym
- Why are we here? – Stigma & discrimination
- Sex, gender & sexuality – The fundamentals
- Language and terminologies
- Gender affirmation & transitioning at home & at work
- The heteronormative lens
- LGBTIQ+ inclusion in the workplace – a practical application