Workplace Pride

THE INTERNATIONAL PLATFORM FOR LGBTIQ+ INCLUSION AT WORK

Learning and Development Program

Workplace Pride LEARNING AND DEVELOPMENT

Introduction

Although meaningful progress has been made for LGBTIQ+ people around the world, many LGBTIQ+ employees face discrimination, harassment, and discomfort in the workplace.

For over a decade, Workplace Pride has been striving to push the boundaries of LGBTIQ+ inclusion in the workplace.

To support our members effectively, Workplace Pride has developed a Learning and Development program that helps organizations foster LGBTIQ+ inclusive workplaces.

Each learning goal is connected to elements in the **Global Benchmark,** so that members can efficiently select the module(s) that are needed the most.

Our Objectives

- Share the breadth of knowledge Workplace Pride has accumulated.
- Promote LGBTIQ+ inclusion within organizations.
- Encourage participants to become catalysts for LGBTIQ+ inclusion

With that in mind, we have created 5 packages with 10 modules. Each package has 2 modules depending on the progress of LGBTIQ+ inclusion within the organization.

Our Approach

- Up to 50 participants online.
- In-person session is also possible on site.
- 90-minute workshop (60 minutes is also possible).
- Encourage participants’ active participation by using an interactive tool (mentimeter).
- Recording is possible

We also offer ‘train the trainers’ so that your L+D specialists can reach out to more colleagues to moderate the training internally.

Learning & Development

Program Overview

Getting Started

Module 1
The world of LGBTIQ+

Module 2
Why does LGBTIQ+ inclusion matter?

Making Progress

Module 3
Inclusive language

Module 4
The new generation has arrived

Allyship

Module 5
The rainbow changemakers

Module 6
Together stronger: women and LGBTIQ+

Advance Equality

Module 7
LGBTIQ+ inclusion: beyond employees

Module 8
LGBTIQ+ cultural sensitivity

Advocate

Module 9
Become an LGBTIQ+ leader

Module 10
Speak up and lead the way for LGBTIQ+ equality

Learning & Development

Target and learning per module

Getting Started

Most appropriate for participants who are not familiar about the LGBTIQ+ professionals and their experiences at work (all employees).

Module 1: The world of LGBTIQ+

Explain what it is like to be an LGBTIQ+ professional in the workplace.
Gain clear understanding of discrimination and harassment LGBTIQ+ people face in the workplace.
Have confidence in handling LGBTIQ+ insensitive remarks to make a positive change.

Module 2: Why does LGBTIQ+ inclusion matter?

Acquire knowledge about the role D&I policy plays in the organization.
Explain how LGBTIQ+ inclusion fosters employee wellbeing.
Defend the organizational benefits of LGBTIQ+ inclusion in the workplace.

Learning Goals

Module 1
Workplace awareness
Support & benefits

Module 2
Policy & communication
Inclusion & engagement
Support & benefits

Learning & Development

Target and learning per module

Making Progress

Most appropriate for participants who are willing to develop communication skills related to LGBTIQ+ inclusion in the workplace (HR, line managers and leadership).

Module 3: Inclusive language

Acquire fundamental knowledge on how unconscious bias influences our behaviors.
Explain the organizational advantages of applying inclusive language in the workplace.
Recognise exclusive language and use inclusive language instead.

Module 4: The new generation has arrived

Gain clear understanding of the younger generation's expectations of LGBTIQ+ inclusion in the workplace.
Develop skills to successfully engage the new generation in the conversation on workplace inclusion.
Establish an internal reverse mentoring system to actively listen to the young voices in the organization.

Learning Goals

Module 3 :

Support & benefits
Workplace awareness
Inclusion & engagement

Module 4

Inclusion & engagement
Workplace awareness
Expertise & monitoring

Learning & Development

Target and learning per module

Allyship

Most appropriate for participants who are influential in creating more inclusive workplaces (ERGs, HR, line managers and leadership).

Module 5: The rainbow changemakers

Understand the ecosystem of LGBTIQ+ supportive relationships between allies and advocates.
Have confidence in implementing effective initiatives to advance LGBTIQ+ inclusion in the organization.
Outline tangible steps to engage LGBTIQ+ allies and advocates at all levels of the organization.

Module 6: Together, stronger: women and LGBTIQ+

Gain clear understanding of gender-based discrimination and harassment in the workplace.
Explain how women and LGBTIQ+ employees can stand up for each other in the workplace.
Have confidence in initiating collaboration between different ERGs to advance workplace inclusion.

Learning Goals

Module 5

Expertise & monitoring
Inclusion & engagement
Employee network

Module 6

Policy & communication
Employee network

Learning & Development

Target and learning per module

Advance Equality

Most appropriate for participants who play a key role in promoting LGBTIQ+ inclusion and its benefits in the organization (HR, line managers and leadership).

Module 7: LGBTIQ+ inclusion: beyond employees

Map LGBTIQ+ stakeholders internal and external to the organization.
Identify data points to assess how D&I policies are implemented with external stakeholders.
Articulate how an organization can show LGBTIQ+ inclusion in external communications.

Module 8: LGBTIQ+ and cultural sensitivity

Identify regions with severe legal consequences for LGBTIQ+ people and the impact in the workplace in LGBTIQ+ unfriendly regions.
Identify challenges that hinder implementing internal D&I policies in LGBTIQ+ unfriendly regions.
Have confidence to establish action planning to promote LGBTIQ+ inclusion in the workplace in LGBTIQ+ unfriendly regions.

Learning Goals

Module 7
Business & supplier engagement
Societal Impact

Module 8
Policy & communication
Inclusion & engagement

Learning & Development

Target and learning per module

Advocate

Most appropriate for participants who are influential in creating more inclusive workplaces (ERGs, HR, line managers and leadership).

Module 9: Become an LGBTIQ+ leader

Understand how your LGBTIQ+ identity strengthens your leadership style.
Describe why it matters to have an LGBTIQ+ role model in your network.
Have confidence in demonstrating your authenticity in your communication in the workplace.

Module 10: Speak up and lead the way for LGBTIQ+ equality

Understand the psychological barriers for employees to respond to LGBTIQ+ inclusion.
Identify causes of bottlenecks to promoting LGBTIQ+ inclusion in the workplace.
Have confidence in proposing improvements in the existing LGBTIQ+ inclusion initiatives.

Learning Goals

Module 9

Inclusion & engagement
Employee network
Expertise & monitoring

Module 10

Workplace awareness
Support & benefits
Expertise & monitoring

Learning & Development

Learning Goals

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Policy & communication
Inclusion & engagement
Support & benefits

Making Progress

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Workplace awareness
Inclusion & engagement

Module 4
Inclusion & engagement
Workplace awareness
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Investment

New Member

€ **Free**

New members are entitled to one complimentary module during their first year.

Member

€ **1,850**

Pricing per module

Pre-L&D needs assessment

Pre- and post-participant survey

Recording of the session

*(All Pricing excludes VAT).

Workplace Pride LEARNING AND DEVELOPMENT

Contacts

For general information about the L&D Program,
please contact the Program Development Director, Yuli Kim,
or reach out to your Relationship Manager with any further questions.

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