



Workplace  
**Pride**  
LEARNING AND  
DEVELOPMENT

# Learning & Development Program



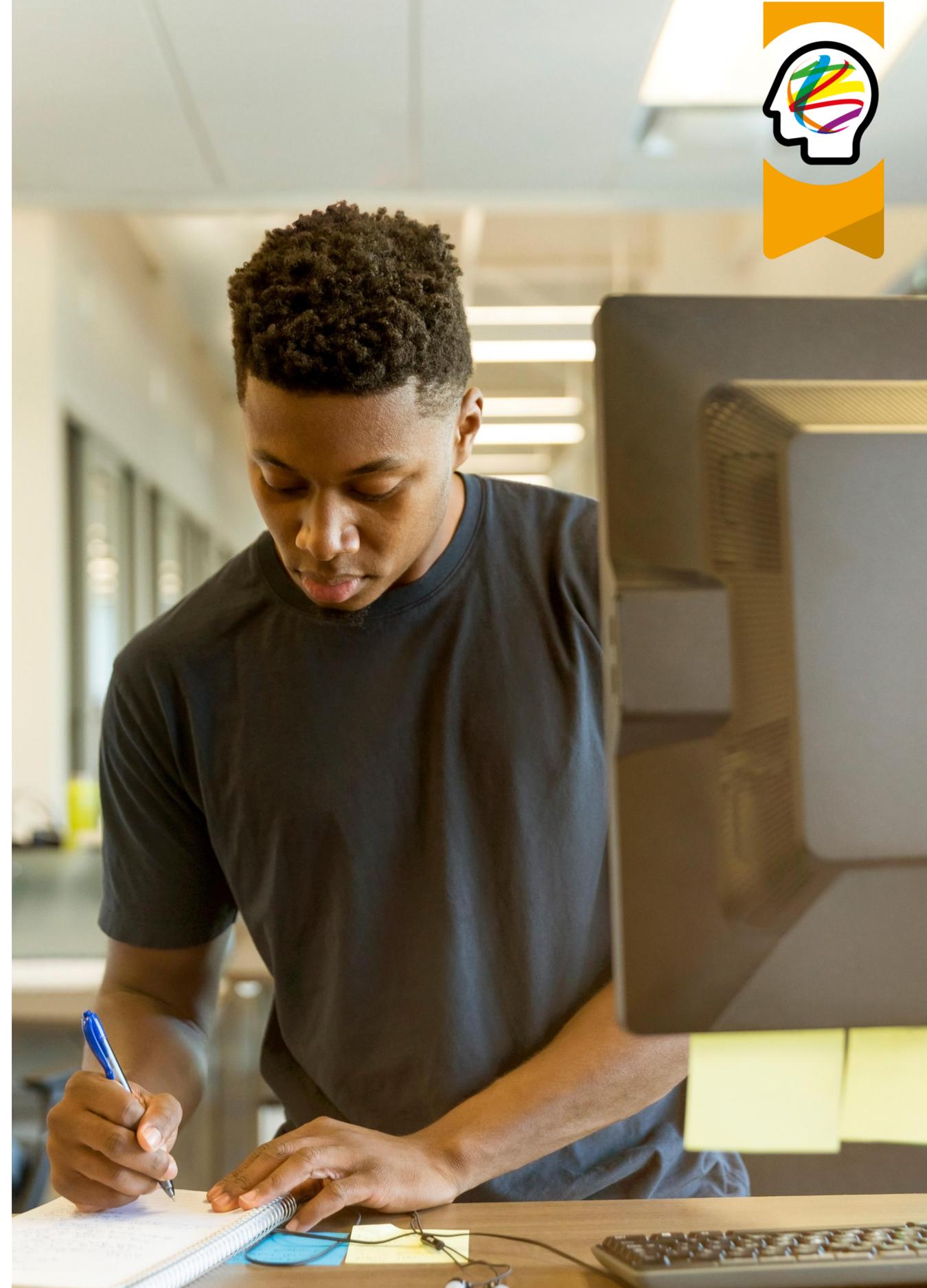
Workplace  
**Pride**

THE INTERNATIONAL PLATFORM  
FOR LGBTIQ+ INCLUSION AT WORK



# 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.





# Learning & Development Program Overview



**Module 1**  
The world of  
LGBTIQ+

**Module 2**  
Why does  
LGBTIQ+ inclusion  
matter?

**Module 3**  
Inclusive  
language

**Module 4**  
The new  
generation has  
arrived

**Module 5**  
The rainbow  
changemakers

**Module 6**  
Together stronger:  
women and  
LGBTIQ+

**Module 7**  
LGBTIQ+ inclusion:  
beyond employees

**Module 8**  
LGBTIQ+  
cultural  
sensitivity

**Module 9**  
Become an LGBTIQ+  
business 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 & 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 & 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 & 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 & Development

## Target and learning per module



### Advocate

Most appropriate for LGBTIQ+ business leaders themselves and professionals that lead initiatives related to LGBTIQ+ inclusion in the organization (ERGs and line managers).

#### **Module 9: Becoming 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 & Development



	Learning Goal 1	Learning Goal 2	Learning Goal 3
	Module 1	Workplace awareness	Workplace awareness
	Module 2	Policy & communication	Inclusion & engagement
	Module 3	Support & benefits	Workplace awareness
	Module 4	Inclusion & engagement	Workplace awareness
	Module 5	Expertise & monitoring	Inclusion & engagement
	Module 6	Policy & communication	Employee network
	Module 7	Business & supplier engagement	Business & supplier engagement
	Module 8	Policy & communication	Policy & communication
	Module 9	Inclusion & engagement	Employee network
	Module 10	Workplace awareness	Support & benefits

# Investment

Pricing per module, including pre-L&D needs assessment, pre- and post-participant survey, recording of the session: 1,250 EUR (excluding VAT).

Member benefits per calendar year: All members receive 10% discount for modules, that are outside the free modules as part of the membership benefits

- ✓ Foundation leader: 3 modules for free
- ✓ Foundation partner: 2 free modules for free
- ✓ Foundation member: 1 free module for free



# Contact



**Please contact your Relationship Manager for more questions.**

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