

## LGBT DIVERSITY AND INCLUSION TRAINING FOR WORKPLACES

### Overview

Every employee has the right to feel safe and respected in the workplace. *LGBT Diversity and Inclusion Training Online* has been designed to educate participants about LGBT communities, the challenges faced by LGBT individuals in the workplace, and practical ways to develop a workplace culture where all employees are accepted and appreciated as individuals, and are able to participate fully and productively in the workplace.

### Learning Objectives

Participants will learn about:

- ✓ The appropriate terms to use in reference to LGBT communities and individuals in Canada
- ✓ The cultural barriers facing LGBT communities and individuals in Canada and abroad, and how these barriers are reflected in laws and personal protections
- ✓ The personal and organizational benefits of having an LGBT inclusive workplace, and the costs of *not* being inclusive
- ✓ The challenges to LGBT inclusion in the workplace including those related to individual attitudes, cultural values, systemic discrimination, and unconscious bias
- ✓ Common misconceptions related to sexual orientation versus gender identity, gender versus sex, and gender expression
- ✓ How to use gender neutral pronouns and why this is important
- ✓ Practical ways to create an inclusive workplace and be an ally to LGBT coworkers

### The Learning Experience

The course is 100% online and uses responsive design technology so that participants can train using a computer, tablet, or smartphone. The learning experience is self-paced, highly interactive, and adaptive to the learning preferences of individual participants, with audio options and flexible navigation.

To confirm their understanding of course content, participants must pass a series of mandatory tests. Those who do not achieve 100% may review the content and re-test as many times as necessary to achieve a passing grade. Test questions are randomly selected from a test bank to ensure variety in re-tests. When each test has been passed, participants can download/print a ***Certificate of Completion*** that includes their name and the date of training.

### Timeline for Completion

The timeline for completion will vary, depending on the learning style of the participant and their prior knowledge of the subject matter. The course is self-paced and participants can exit at any time and resume where they left off. Most participants will complete their training in 1-2 hours.



**LGBT Diversity and Inclusion Training for Workplaces** is endorsed by the Canadian Gay & Lesbian Chamber of Commerce.