



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.