

BITE-SIZE LEARNING

LGBTQ+ AWARENESS

Bite-sized training sessions: manageable portions of expertise, designed to fit in a lunch hour.

We look forward to joining you for this bite-size learning



What is bite-size learning?

If times are hard, the training budget is one of the first things to feel the squeeze. Yet research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Bite-size learning is a great way to keep on top of training efficiently and cost-effectively.

Designed by Dr Lesley Aitcheson and Cerulean's team of learning & development specialists, our bite-size learning has a proven record with many organisations including top universities, charities, trusts, corporations, and councils.

LGBTQ+ Awareness

This introductory session has been developed to help you increase your knowledge and awareness about LGBTQ+ people and communities, increase your confidence around the use of inclusive language, and help promote an atmosphere of acceptance and respect. We explore the benefits of an LGBTQ+ inclusive workplace and identify the helpful policies guidance and laws that protect LGBTQ+ people, and share useful strategies to recognise and challenge unhelpful or unkind comments and behaviours.

We also consider history, myths and how to combat unhelpful assumptions and stereotypes and explore ways to be an effective ally to LGBTQ+ people. The session helps you to confidently encourage an inclusive environment, reducing the likelihood of discrimination, harassment, victimisation and bullying of LGBTQ+ colleagues.

What do we cover?

- Introduction to basic LGBTQ+ awareness and terminology
- The legal backdrop
- Exploring the benefits of delivering an LGBTQ+ inclusive workplace
- Help you identify the ways in which you can make your practice more inclusive
- Identify the policies, guidance and laws that support you in delivering an LGBTQ+ inclusive organisation
- Discover useful strategies in confidently and consistently recognising, challenging and reporting LGBTQ+ phobia
- Provide some understanding and suggestions as to how we can change the language we use around relationships and gender to be more inclusive
- The workplace challenges faced by LGBTQ+ people
- Using pronouns
- Tips on how you and your organisation could be more LGBTQ+ inclusive
- Sources of support and further learning

To find out more about our EDI&B bite-size learning sessions, click [here](#).