

# THE LGBTQ TRAINER

## The Pride in Diversity Endorsed LGBTQ Trainer Program

Join our alumni group of endorsed trainers for exclusive development opportunities and support from the Pride in Diversity team.



Exclusive to  
Pride in Diversity Members

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**This is a unique opportunity for trainers to deep-dive into complex content and fast-track the expertise required to deliver effective LGBTQ training.**

**Dawn Hough**

Director, Pride in Diversity  
ACON's Pride Inclusion Programs

## **The Pride in Diversity Endorsed LGBTQ Trainer Program**

**LGBTQ Awareness Training is complex.**

Being a seasoned trainer, having attended LGBTQ Awareness training or identifying as an LGBTQ person does not guarantee success as a trainer in this area.

The Pride in Diversity Endorsed LGBTQ Trainer Program is highly specialised and a unique development opportunity for those wishing to acquire or facilitate LGBTQ awareness or inclusion training within Pride in Diversity (PID) member organisations.

Pride in Diversity is a social inclusion initiative of ACON, a leading health promotion organisation in NSW specialising in HIV and lesbian, gay, bisexual, transgender and queer (LGBTQ) health.



## Why this program?

**The LGBTQ Trainer explores in depth the content that Pride in Diversity delivers in LGBTQ Awareness Sessions, Ally Sessions and customised programs.**

The program provides theoretical papers, publications, videos, case studies and difficult classroom interactions to expose trainers to a level of understanding that is typically only achieved by training this content day in, day out over many years across many different audiences, sectors and industries. It is designed to not only challenge trainers, but to engage them in deep conversations and critical thinking around the theoretical aspects of the program.

In addition, and beyond the three day training itself, Endorsed Trainers join an Alumni group of Endorsed Trainers who for the period of their endorsed status will receive ongoing support from Pride in Diversity. Endorsed Trainers will receive our Endorsed Trainer Newsletter, be invited to Endorsed Trainer online conversations, be given access to Endorsed Trainer videos to support their sessions and be encouraged to attend a special breakout session for Endorsed Trainers at the Pride in Practice Conference, if attending.

## What does 'Endorsed Trainer' mean?

This program has been designed to equip in-house trainers with not only an in-depth knowledge of the topics covered within the Pride in Diversity Awareness and Ally Sessions but with a theoretical base, historical context and an understanding of emerging trends.

It has also been designed to provide participants with experience in training complex topics in addition to the handling of both difficult and sensitive training scenarios. The LGBTQ Trainer is a comprehensive program that will be held one day a week over three consecutive weeks and requires work outside of training hours.

The Pride in Diversity Endorsed Trainer status is only given to those trainers who attend all three days of the program and who satisfactorily complete all pre-course work, mid-week work and post course assessments within the allocated timeframes.

While the endorsement is given to the trainer successfully completing the program, the endorsement only applies to trainers currently employed within Pride in Diversity member organisations. Materials provided and utilised within the LGBTQ Trainer may not be utilised for training delivered outside of the member organisation or within any independent settings.



**A MARK OF QUALITY  
FOR LGBTQ INCLUSION  
TRAINING**

### **Once a trainer has been endorsed, they will receive:**

- Certificate of Endorsement – valid for one year.
- PID Endorsed Trainer name badge – dated for the current year.
- PID Endorsed Trainer electronic logo – dated for the current year.
- Quarterly Newsletter for Endorsed Trainers with tips, training ideas, activity ideas and content updates.
- Invitation to attend an exclusive Endorsed Trainers breakout session at the Pride in Practice Conference, if attending.
- Email and/or telephone support for complex training scenarios.
- PID publications for your ongoing development.

### **Restrictions:**

- PID Endorsed Trainers only maintain their endorsement whilst an employee within a member organisation.
- PID Endorsed Training materials are not for use outside of member organisations or within any independent settings.

# Learning Objectives

**By the end of the full program, it is anticipated that participants will be able to:**

- Talk through the LGBTQ acronym in depth clearly articulating the differences between sex, gender identity, gender expression and orientation; in addition to defining heteronormative assumptions, how they play out in society and the difficulty of working to a binary model.
- Facilitate a discussion around non-binary gender identity; in addition to some of the specific challenges faced by transgender and gender diverse employees.
- Clearly articulate the theory of invisible stigmatised identities and the impact on the LGBTQ individual in terms of perceptions of workplace culture and inclusion.
- Present the Nelson Continuum as it pertains to levels of inclusion within an organisation.
- Promote the importance of allies and different ways that allies can get involved according to their own sphere of comfort.
- Understand and prepare for different reactions encountered within the organisation including high levels of engagement and resistance.
- Facilitate discussion around the Cass Model of Identity Development with specific focus on its relevance to LGBTQ inclusion initiatives and the engagement of LGBTQ employees and allies.
- Respond effectively to common objections to LGBTQ inclusion initiatives.
- State the business case for different audiences and motivations using current local data to support your case.
- Demonstrate awareness and a level of understanding pertaining to HIV, Domestic Violence and associated workplace impacts in reference to LGBTQ individuals.
- Facilitate responses to difficult questions around faith, culture and sexuality within the workplace.
- Have an understanding of the impact of the intersectionality's of faith, culture and ethnicity on a workplace experience of inclusion.
- Utilise the basis of McCarthy's 4-MAT learning theory to promote engagement and structure within your training.
- Develop and deliver effective LGBTQ inclusion programs within your member organisation.

## Prerequisites

The LGBTQ Trainer is suitable for those who are responsible for, or involved in, the development and delivery of LGBTQ inclusion training within Pride in Diversity member organisations.

Program participants are required to have training qualifications or experience and the ability (or support) to develop effective learning materials.

This program, while equipping trainers with an indepth knowledge of complex content and providing opportunities to present content throughout, does not cover basic training skills nor materials development.

It is assumed that participants will have attended Pride in Diversity LGBTQ training or have a baseline knowledge of LGBTQ inclusion prior to the program.

# Program Costs

**The all-inclusive cost for the Endorsed Program is \$2,470.00 per person (ex GST).**

This includes:

- Attendance at the three day training program
- An LGBTQ Trainer satchel containing all materials for the three day program
- Morning/afternoon tea and a light lunch each day of the training
- Assessment toward Endorsed Trainer Status.

On successful completion participants will receive:

- A name badge, an electronic logo and a Certificate of Endorsement
- Telephone/email support
- Pride in Diversity Newsletters and publications for the period of endorsement.
- Invitations to any conference and/or online events for endorsed trainers
- An optional annual fee of \$550.00 (ex GST) per trainer for re-endorsement.

# Training Locations

In NSW the LGBTQ Trainer Programs will be held at ACON offices in Surry Hills.

For all other states, we seek member organisations to host the training. Hosting is required for three days over a three week period. Rates for attendance are the same per person, however host organisations may send one participant free of charge (providing minimum numbers are met).

To host training, we ask members to:

- Provide training premises with room for group work and access to audio visual equipment and flipcharts
- Provide on arrival coffee/tea, morning/afternoon teas and a light lunch for the three days
- Provide permission for Pride in Diversity to invite other member organisations within the state to attend the training (should minimum numbers not be met).

**To organise training or learn more about hosting a program, please contact the Pride in Diversity team.**

## Contact Details

### **Pride in Diversity**

02 9206 2139

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[prideinclusionprograms.com.au](http://prideinclusionprograms.com.au)