



LGBTIQA+ Inclusion Training and Support

Inclusivity benefits everyone. SHINE SA's LGBTIQA+ training and support builds knowledge, confidence and practical skills to create environments where everyone feels safe, respected and valued.

Our training is suitable for businesses, teams, organisations, government departments and community groups.

Our training and support helps:

- ★ Build **LGBTIQA+ awareness** and understanding
- Create more **inclusive and welcoming environments**
- ➔ Develop confidence in **inclusive language and practice**
- ★ **Improve experiences** for LGBTIQA+ clients, staff and communities
- ➔ Embed **practical and sustainable** inclusive practices.

We offer support across different levels:

Foundations

Our introductory courses build knowledge and confidence with training that **introduces** LGBTIQA+ communities, experiences and inclusive practice.

Enable

Our enable training supports people and culture teams (including HR) to **apply inclusive practice** and **strengthen** organisational culture.

Equip

Move from learning to action with our Equip **tailored support package** and consulting to identify priorities, implement change and embed inclusion across your organisation.





LGBTIQA+ Inclusion Training and Support

Foundations

LGBTIQA+ Foundations

A 3-hour, interactive workshop building practical understanding and confidence in LGBTIQA+ inclusion. Face-to-face delivery encourages discussion, reflection and shared learning, with practical tools for inclusion.

Organisation bookings include two follow-up consulting sessions to help turn learning into practical organisational change.

From \$2,000 (up to 25 people per session)

A 90-minute Introduction Session is also available.

Gender Diversity Foundations

This 3-hour workshop explores the diversity of gender identities and **trans and gender diverse** experiences. It builds foundational knowledge for individuals and organisations around inclusive practice.

Organisation bookings include one follow-up consulting session to help turn learning into practical organisational change.

From \$2,000 (up to 25 people per session)

Online Training

Equity in Action: LGBTIQA+ Awareness Online Training

This FREE online course is self-paced and takes approximately 5 hours. This course will help you improve your understanding of LGBTIQA+ people and experiences to help make workplaces and community spaces more inclusive.

FREE (Individual enrolment only) Funded by Office of Domestic, Family and Sexual Violence.

Introduction to Working with Trans and Gender Diverse People

This self-paced course takes approximately 2 hours and covers key concepts and terms related to gender diversity, and provides an introduction to supporting trans and gender diverse people.

\$45 (Individual enrolment only)



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Note: Our courses are facilitated by **LGBTIQA+ peers** with relevant experience and expertise, bringing lived experience and practical insight to the conversation.

Enable

Enable LGBTIQA+ Inclusion for **People & Culture**

A practical 2-hour workshop for HR, recruitment, people managers and people and culture professionals. It supports organisations to incorporate inclusion into hiring, people management and workplace systems.

Organisation bookings include one follow-up consulting session to help turn learning into practical organisational change.

From \$1,800 (up to 25 people per session)

Enable LGBTIQA+ Inclusion for **Leadership**

A 2-hour course for executives, senior leaders and board members designed to strengthen inclusive leadership, champion LGBTIQA+ inclusion, and create workplaces where everyone can thrive.

Organisation bookings include one follow-up consulting session to help turn learning into practical organisational change.

From \$1,800 (up to 25 people per session)

Equip

Equip LGBTIQA+ Inclusion Tailored Support Package

Our Equip package **provides guided support** for sites wanting action-oriented support for fast tracking their inclusive practice. Designed for sites who are **exploring the goal of Rainbow Tick or similar accreditation**, or who want to efficiently embed inclusive actions.

It combines site visits, staff engagement, document reviews and audits, learning needs assessment, LGBTIQA+ inclusion training (up to 25 staff) and practical support to embed inclusive policies, practices and resources.

Pricing on enquiry

Learn more shinesa.org.au/lgbtqa-training

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Specialist Training

LGBTIQA+ Inclusion for Health Professionals

This 3-hour workshop is designed for **health professionals** and clinical staff and offers practical tools to support LGBTIQA+ clients in a healthcare setting.

From \$2,000 (up to 25 people per session)

Equity in Action: Family, Domestic and Sexual Violence

This course is designed for professionals **working with people experiencing family, domestic and sexual violence**. Build your capacity and learn how to shape an environment where LGBTIQA+ people can thrive and feel valued.

FREE (Eligibility criteria applies) Funded by Office of Domestic, Family and Sexual Violence.

[Learn more shinesa.org.au/lgbtqiqa-training](https://shinesa.org.au/lgbtqiqa-training)

