



WORKSHOPS

TRAINING & SPEAKING

BUILDING A TRANS AND GENDER DIVERSE WORKPLACE CULTURE

with Joanne Lockwood



Summary

The aim and objectives of this Introductory level session to enable colleagues to become effective Trans and Non-Binary Allies. It covers the principles of Trans Inclusion, Language and Terminology and offers techniques for supporting and advocating on behalf of Trans and Non-Binary individuals. This workshop also takes into consideration sector-specific challenges and elements of inclusion based on your own organisational needs.

This is a longer session than “**Empowering Effective Trans Allies**“, and has extended time for Q&A and open chat.

Who is this session for?

This session is intended for all staff or members of an organisation who wish to become more familiar with terminology and gender identities to help them understand and better support their colleagues.

Synopsis

- Duration: 120 -180 minutes
- Situ: On-Line or In-Person
- Format: Facilitated Workshop with Videos, Q&A
- Equipment: Internet, AV, Projector & Screen
- Room Layout: Class Room
- Audience: Workplace, Club, Organisation
- Typical Delegate Size: 12 – 16 persons
- Cost: from £POA + VAT





WORKSHOPS



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OVERVIEW LEVEL

CONTENT

- Positioning the principles of Inclusion and Belonging, with an overview of Unconscious Biases, Intersectionality & Privilege
- Explaining the various different Sexual Orientations and Gender Identities (S.O.G.I.)
- Explains the various Terminology and Language that is important to Transgender individuals
- Highlights the impact of Hate Crimes on Trans and LGBTQ+ individuals
- Explores ways to become effective allies and support someone who has, or is in the process of transitioning

GROUP/ INTERACTIVE DISCUSSION

Typical Topics Include;

- “I still help, what can I do?” – easy wins/small steps
- Spreading a Culture and Ethos to support a Trans Inclusive Workplace or Organisation.
- Ideas for respecting the needs and identities of Trans Clients/Customers.
- Becoming effective Workplace Allies – Advocating and Educating
- Challenging Anti-Trans or Gender Critical Views
- Wrap up, Summary, Q&A, Close

REFLECTION AND ACTIONS

- Commitment to “What can I do” / “What can we do”
- Reflection on personal learning and takeaways
- Top Tips and Takeaways
- Commitment to action



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These facilitated workshops are 101 introductory and overview level sessions, delivered as either a standalone or a preparation for deeper dive 201 and 301 sessions and workshops.

Delivered either face-to-face in-person or online in a webinar-style, they often utilise smartphones to interact with quizzes and contain follow-up with audience Q&A.

Sessions are summarised and delegates will leave with top tips, implementable actions and takeaways.

These can be scaled from 30 minutes to 120 minutes and delivered as a keynote, a lunch and learn, or a plenary session and are suitable and relevant for all staff, members and stakeholders.

What people have said about the session...

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,
NUI Galway*

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,
NHS England-South Region*





P R O M O T I N G

Positive People Experiences

SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.



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