

LGBTQIA+ Awareness Training

Brief

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Brief Overview

The LGBTQIA+ Awareness Training will delve into four key sections, each designed to equip participants with both theoretical understanding and practical skills to improve the centre's inclusivity and support for LGBTQIA+ individuals. The training focuses on cultivating a respectful, inclusive environment by enhancing awareness and providing tools for impactful allyship.

Language and Inclusive Communication:

This section will emphasise the importance of consistently using inclusive language, including correct pronouns and terms, and will offer strategies for addressing and correcting non-inclusive language in a respectful way. Participants will learn the significance of conscious language in creating a welcoming environment, exploring both commonly used and emerging terms, as well as practical ways to handle language-related challenges and build a culture of respect within the centre.



Current Landscape for LGBTQIA+ Individuals in Society:

This session will provide an overview of the societal climate for LGBTQIA+ individuals, examining the current state of social acceptance and ongoing challenges. Participants will engage with real-world statistics, studies, and personal stories to understand the impact of marginalisation, stigma, and discrimination. By exploring the historical and contemporary struggles faced by LGBTQIA+ people, this section aims to deepen empathy and awareness among staff, volunteers, and students, equipping them with context to better understand the lived experiences of the communities they serve.



Reducing the Cultural Burden and Being an Active Ally:

The third section will focus on practical ways to lift the “cultural burden” often placed on LGBTQIA+ individuals. Participants will explore ways to take on some of this responsibility, becoming more active allies who advocate for LGBTQIA+ inclusivity both inside and outside the centre. Through case studies and role-playing exercises, attendees will practice intervening in situations of bias or prejudice, learning how to proactively create a supportive environment that doesn't place additional demands on LGBTQIA+ people themselves.



Basic Support Techniques for LGBTQIA+ Individuals:

The final hour will equip participants with actionable techniques for providing basic support to LGBTQIA+ individuals, especially those facing complex challenges. Topics will include mental health first aid, crisis intervention strategies, and how to navigate sensitive conversations with empathy and confidence. Participants will also explore referral pathways and community resources available to queer people, enabling them to offer comprehensive, informed support. This session will empower attendees to be effective advocates and allies, fostering a culture of inclusion and understanding at their organisation and beyond.



Compensation

How it's Calculated

Given the specialised nature of the content, the preparation involved, and the impact this training will have on the staff, volunteers, and students, fair compensation should reflect both the expertise and the time commitment required. The total compensation is calculated based on several key factors:

1. **Length of Engagement:** The duration of my speaking engagement is factored into the honorarium.
2. **Expertise and Experience:** The workshop facilitator brings specialised expertise in LGBTQIA+ inclusion, which is crucial for delivering a meaningful and educational experience. This expertise should be valued similarly to other professional training rates.
3. **Audience Size:** I consider the number of attendees, as larger audiences often require additional preparation and delivery effort.
4. **Travel Expenses:** If the event requires travel, my honorarium will include the cost of transportation, accommodation, and any incidental expenses.
5. **Preparation Costs:** Costs of preparing for the engagement, particularly loss of income during speech writing, presentation design or other administrative / design tasks.

Base Rate for 5-hour workshop

This quote reflects the preparation, delivery, and time commitment required for an engaging and meaningful webinar:

1. **Base speaking rate for 5-hour workshop:** \$2500
2. **5-hour Preparation Time:** +\$500
3. **Travel Expenses:**
Transportation: [Insert expected travel costs]
Accommodation: [Insert cost if an overnight stay is required]
Total:

Workshop Rate for 5 Hours: \$3,200 (\$2,500 + \$500)

This total reflects the depth of expertise, preparation, and engagement required to deliver a meaningful and impactful workshop while remaining flexible for organizations with non-profit missions.

Discount for Trusted Partners and Shared Causes

This discounted rate reflects my appreciation for organizations that I have a trusted relationship with, align with causes I am passionate about, and that I have supported in the past. It acknowledges our ongoing collaboration and my commitment to contributing to meaningful work that aligns with my values, while still honouring the time, expertise, and preparation involved in delivering a high-quality workshop.

Dates

I am available to conduct this LGBTQIA+ awareness workshop on **XXX**.