

Basic LGBTI Cultural Awareness

A half day (4 hour) training session providing information on:

- Sexuality, gender identity, intersex status
- The impact of discrimination on LGBTI people
- Social pressures and the impact on LGBTI health

Specialist training sessions can be added on to this basic training, focused on the specific needs of people who identify as:

- Transgender and Gender Diverse
- Aboriginal and Torres Strait Islander

Creative Inclusive Services

A full day best practice session building on the basic training to support the development of inclusive services. The session provides practical mechanisms to increase access and build rapport with LGBTI people.

Sessions can be tailored to a range of sectors including:

- Youth
- Aged care
- Families
- Domestic/Family violence
- Mental health
- CALD

Guest Presentations

For specialist input into forums, panel discussions or shorter information and training sessions, a tailored one to two hour guest presentation can be devised in consultation with your agency.

Fees

HOW2/Val's Cafe	\$3000 per agency (2 participants)
Consultancy	\$150/hr (discounts apply for block bookings)
Guest Presentations	\$200/hr (1 - 2 hr sessions)
Training	S.E Qld* Regional^
	Half day \$1500 \$2000
	Full day \$2500 \$3000

For further information about training and consultancy opportunities and to discuss your specific requirements, contact: Ricki Menzies, Training and Development Coordinator on training@quac.org.au

*South East Queensland includes Brisbane, Logan, Cold Coast, Ipswich, Toowoomba, Redcliffe, Caboolture and the Sunshine Coast.

^ Regional applies to all areas outside of SEQ but within Queensland and includes accommodation and travel costs unless otherwise negotiated.

INCLUSIVITY CONSULTANCY AND TRAINING

LGBTI Inclusive Organisations

The Queensland AIDS Council's Training and Development Program provides LGBTI cultural awareness training – practical support to health and community services to build an open and inclusive rapport with lesbian, gay, bisexual, transgender and intersex (LGBTI) clients.

QuAC's Inclusivity Consultancy supports organisations to become LGBTI inclusive; this provides benefits to all levels of the organisation as well as those people who utilize its services.

The Consultancy includes workplace audits, policy and procedure development, and advice on managing HR matters concerning LGBTI staff.

How2, a comprehensive 12 month program, is an entry level initiative that guides organisations working towards the Rainbow Tick, the Gold Standard of LGBTI accreditation.

How inclusive is your organisation?

- Do you have LGBTI inclusive policies?
- Do your services meet the needs of LGBTI people?
- Do you need advice to market your services to the LGBTI community?
- Are you an 'employer of choice' for LGBTI staff?

QuAC can support organisations to achieve LGBTI inclusivity by offering consultancy, presentations and training.



Goal: LGBTI Inclusion

Provide a welcoming and inclusive environment where LGBTI people feel physically, spiritually and emotionally safe and receive a service that responds to their needs.

A genuinely inclusive LGBTI organisation:

- Invites community consultation and participation to inform the organisations policies, procedures and practices and engages in social responsibility with the LGBTI community.
- Communicates its inclusivity through environment, resources, processes and marketing to both employees and clients
- Provides workforce development to raise awareness of LGBTI identities and issues for staff and clients and to create an LGBTI safe and inclusive workplace
- Operates LGBTI inclusive practice at every level of interaction with LGBTI people
- Embeds LGBTI inclusivity across all areas of policy and procedures

How2/Val's Café

The How2/Val's café project provides intensive LGBTI inclusivity support to coach a minimum of two key personnel from each service as change facilitators within their organisation.

Training is conducted via 4 comprehensive half-day sessions, with ongoing consultancy carried out over a year.

Through engagement with a range of useful skills, strategies and resources, participants gain insights into how to create an inclusive organisation for LGBTI people - from staff to clients.

How2/Val's café assists organisations to gather evidence towards applications for the 'Rainbow Tick'; gold standard evidence of genuine LGBTI inclusion.

Content includes the six standards that form the foundation of the Rainbow Tick:

- Organisational capability
- Cultural safety
- Professional development
- Consumer consultation
- Disclosure and documentation
- Access and intake procedures