

# LGBT WORKPLACE INCLUSION CERTIFICATE

## Discover your organizational potential

More than half of Canadians who identify as LGBT are not out at work. Many organizations don't know how to start building more inclusive spaces because their staff are not equipped with the tools to have effective conversations about LGBT inclusion or don't know how to ask questions in a respectful way. Give your workforce the vocabulary and training to support an environment where everyone is able to be their whole selves in the workplace with the LGBT Workplace Inclusion Certificate.



Start Date:  
**Ongoing**



Course Type:  
**Self-paced**



Commitment:  
**3 hours**



Output:  
**Certificate**



Price:  
**\$200/Licence\***

### Who Should Enroll?

The LGBT Workplace Inclusion Certificate is a great development tool for:

- 1. Managers, directors, and executives**
- 2. Human resource teams and employee resource groups**
- 3. Everyone representing your organization**

### COURSE OUTLINE

To earn the certificate, all five modules and a final exam must be completed.

#### LGBT 101: History, Terms, and Phrases\*\*

Explore some key dates in the history of LGBT rights in Canada, become more confident with terminology associated with LGBT identities, and gain an understanding of the distinctions between sexual orientation, gender identity and gender expression.

#### LGBT 102: Gender Identity & Gender Expression

Understand how Canadian human rights legislation defines the grounds of gender identity and gender expression and come to understand the unique challenges faced in the workplace by people who are trans and/or gender non-conforming.

#### LGBT 103: Employee Resource Groups & Executive Sponsors

Look closely at what employee resource groups (ERGs) are, their purposes within any organization and the benefits of having them - in general, and specifically, for LGBT employees; we'll also explore the role of executive sponsors and how their role in supporting LGBT ERGs.

#### LGBT 104: Identifying & Engaging Allies

Discover the importance of engaging LGBT allies, how LGBT people can be allies to one another, and learn about successful workplace initiatives to activate full employee potential.

#### LGBT 105: Identifying & Combatting Biphobia, Homophobia, and Transphobia

Learn what biphobia, homophobia, and transphobia are, how these concepts are manifested in Canadian workplaces and what tactics can be employed to combat associated behaviour to create a safer and more inclusive workplace for everyone.

\* Bulk pricing available

\*\*LGBT 101 is also available as a standalone course

### What Is the LGBT Workplace Inclusion Certificate?

The LGBT Workplace Inclusion Certificate is a suite of modules designed for employees at all levels of an organization to create inclusive environments for their coworkers. After gaining confidence using the vocabulary associated with LGBT identities, participants will learn strategies on how to create positive change that allows everyone to achieve their full potential at work.

### Learning Outcomes

By completing the Certificate, participants will:

- > Be confident with the vocabulary and terminology associated with LGBT identities for use in Canadian workplaces
- > Distinguish gender identity from gender expression in relation to sexual orientation and sex assigned at birth
- > Know what LGBT discrimination, harassment and bullying looks like in the workplace and understand how and when to intervene
- > Learn how to be an active and engaged ally who confronts biphobic, homophobic and transphobic behaviour with effective conversations to transform workplace culture
- > Structure an Employee Resource Group for LGBT members and measure its success
- > Explore how this information relates to best practices in workplace and employment policies in Canada

### Why This Certificate?

Our interactive elearning approach keeps participants highly engaged, driving knowledge retention and inspiring action.



#### Curated

Expert insight and proven practices have been selectively brought together to bring you the best content.



#### Convenient

This self-paced program can be started at any time, anywhere in the world to match your schedule.



#### Cost-Saving

The online format removes all travel, accommodations, and classroom costs to increase accessibility.

Ready to take a stand in your organization for LGBT inclusion? Head to [education.prideatwork.ca](https://education.prideatwork.ca)



Pride at Work Canada is a non-profit organization dedicated to improving the climate of inclusiveness for lesbian, gay, bisexual and trans-identified (LGBT) employees in the workplace by working directly with Canadian employers to support their LGBT inclusion strategies. Our vision is a nation where LGBT people can achieve their full potential at work.

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