

# LGBTQ2+ WORKPLACE INCLUSION: CERTIFICATE



Training that explores the complex landscape of sexual and gender diversity equips all staff members with the tools needed to begin to have the effective conversations that lead to meaningful, lasting change. This foundational course aims to support the health and wellness of your LGBTQ2+ community by creating an environment that empowers them to reach their fullest potential at work.

## What Is the LGBTQ2+ Workplace Inclusion Certificate?

The LGBTQ2+ Workplace Inclusion Certificate is a suite of modules designed to empower employees at all levels of an organization to become allies to their LGBTQ2+ colleagues. After gaining confidence using the vocabulary associated with LGBTQ2+ identities, participants will learn strategies on how to combat biphobia, homophobia, and transphobia, and create positive change that allows everyone to achieve their full potential at work.

## Who Should Enroll?

LGBTQ2+ Inclusion Fundamentals is a great development tool for:

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

\$200

Per Person | Per License

10% discount is available for all  
Pride at Work partner organizations

**Please note:** This course offering is not up for any further pricing discussion. It is of the utmost importance that we value the necessity of being equipped with this knowledge, and that we support our colleagues who identify as LGBTQ2+. Thank you for your compassion and commitment to a more inclusive world, one employee at a time.

— The Corker Co

## Why the LGBTQ2+ Inclusion Certificate?

Besides engaging allies, our interactive e-learning approach keeps participants highly activated, driving knowledge retention and inspiring action within your organization.

## Learning Outcomes

By completing the Certificate, participants will:

- Gain confidence with using the correct vocabulary and terminology associated with LGBTQ2+ identities for use in Canadian workplaces
- Distinguish gender identity from gender expression, in relation to sexual orientation and sex assigned at birth
- Know what LGBTQ2+ discrimination, harassment and bullying looks like in the workplace and understand why, 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 LGBTQ2+ members and measure its success
- Explore how this information relates to best practices in workplace and employment policies in Canada



Pride at Work Canada is a non-profit organization and operates as a member services agency for employers, offering institutional education and guidance to organizations that make a commitment to supporting LGBTQ2+ inclusion. Our vision is a nation where every individual can achieve their full potential at work regardless of gender expression, gender identity, and sexual orientation.



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*Organizations benefit from building an inclusive culture  
that supports their LGBTQ2+ workforce.*

## Course Outline

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

### LGBTQ2+ 101:

#### History, Terms, and Phrases\*

Explore some key dates in the history of LGBTQ2+ rights in Canada, become more confident with terminology associated with LGBTQ2+ identities, and gain an understanding of the distinctions between sexual orientation, gender identity and gender expression.

*\*Note, this course is also available as a standalone course*

### LGBTQ2+ 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.

### LGBTQ2+ 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 LGBTQ2+ employees; we'll also explore the role of executive sponsors and how their role in supporting LGBTQ2+ ERGs.

### LGBTQ2+ 104:

#### Identifying & Engaging Allies

Discover the importance of engaging LGBTQ2+ allies, how LGBTQ2+ people can be allies to one another, and learn about successful workplace initiatives to activate full employee potential.

### LGBTQ2+ 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.

**More than half of Canadians who identify as LGBTQ2+ are not out at work. Take a stand in your organization for LGBTQ2+ inclusion. Head to [education.prideatwork.ca](https://education.prideatwork.ca)**