



Engaging LGBT Employees™

Engaging LGBT Employees™ is an exciting new workshop that uses a culture-based approach to first understanding and then fully engaging one's LGBT colleagues in the workplace. The program employs as a framework the *Cultural Detective® LGBT* tool, co-authored by Language & Culture Worldwide with a multicultural team of LGBT-experts. Key topics include: exploring the values shared by the LGBT community as a whole; understanding how being LGBT can impact one's professional life; exploring each of the lesbian, gay, bisexual and transgender cultures on their own terms; applying an "LGBT Lens®" to workplace scenarios based on real incidents; exploring what constitutes inclusive behavior; and working through critical incidents and best practices for engaging LGBT employees as valuable contributors to any team, project, and organization.

Duration:

Standard program is 3 hours, but options are available to tailor content to the time available

Delivery Options Include:

Facilitated either face-to-face or in LCW's highly interactive online classroom

Target Audience:

Managers, human resource representatives, and allies of LGBT communities in the workplace

Objectives:

By the end of this course participants will be able to:

1. Define culture and identify sexual orientation and/or gender identity as one of many dimensions shaping an individual's cultural worldview
2. Knowledgeably distinguish between stereotypes and archetypes
3. Identify LGBT core values and give objective examples of how those values motivate actions and words of members of the LGBT community
4. Neutrally explain how LGBT core values may be interpreted negatively by non-LGBT people
5. Use the Describe-Interpret-Navigate (DIN) model to understand and engage LGBT perspectives in an inclusive workplace



It's a multicultural world...
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