LGBT+
Diversity Training

Overview

Every employee has the right to feel safe and respected in the workplace. *LGBT+ Diversity Training* has been designed to educate participants about the LGBT+ communities, the challenges faced by LGBT+ individuals in the workplace, and practical ways to develop a workplace culture where all employees are accepted and appreciated as individuals, and are able to participate fully and productively in the workplace.

Learning Objectives

Upon completion of the course, participants will be able to:

- Understand the terms used in reference to the LGBT+ communities and LGBT+ individuals in America, while recognizing that the language and symbols used in America are not universal
- Recognize the cultural barriers facing LGBT+ individuals in America and abroad, and how these barriers are reflected in laws and personal protections
- Identify the personal and organizational benefits of having an LGBT+ inclusive workplace, as well as the many costs of *not* being inclusive
- Describe challenges to LGBT+ inclusion in the workplace including those related to: individual attitudes, cultural values, systemic discrimination, and unconscious bias
- Clarify common misconceptions including those related to: sexual orientation vs. gender, the use of pronouns, and bathroom access
- Define the term *ally* and know how to be an ally to LGBT+ coworkers
- Recognize practical ways that employers and employees can create an inclusive, supportive workplace where everyone feels accepted

The Learning Experience

This training is 100% online and uses responsive design technology. Participants can access the course from any location where there is Internet access and can use a computer, tablet, or smartphone. The learning experience is self-paced, highly interactive, and adaptive to the learning preferences of individual participants, with audio options and flexible navigation.

To verify that learning objectives are being met, participants must pass mandatory tests as they progress through the course. Those who do not achieve 100% must review the content and re-test as many times as necessary to achieve a passing grade. Test questions are randomly selected from a test bank to ensure variety in re-tests. When the participant has passed each test, he or she can download/print a **CERTIFICATE OF COMPLETION** including their name and the date of training.

Timeline for Completion
The timeline for completion will vary, depending on the learning style of the participant, as well as their prior knowledge of the subject matter. The course is self-paced and participants can exit at any time and resume where they left off. On average, the course will take 1-3 hours to complete.