LGBTQ+ Inclusion in Community Programs Training Course

Professional Development Training Course Outline

Category	Community Development	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

LGBTQ+ inclusion in community programs has become a critical component of modern social development, human rights advocacy, diversity management, and equitable service delivery. Organizations, public institutions, and non-profits increasingly recognize the importance of implementing inclusive community engagement strategies that promote equality, respect, and protection for lesbian, gay, bisexual, transgender, queer, and other gender-diverse populations. LGBTQ+ Inclusion in Community Programs Training Course equips participants with practical knowledge and advanced skills in diversity and inclusion frameworks, inclusive policy development, gender-sensitive community outreach, and evidence-based social inclusion strategies. The course highlights global best practices in diversity management, social equity programming, intersectional inclusion policies, and inclusive community development.

Through a combination of interactive learning, case studies, policy analysis, and strategic planning exercises, participants will explore tools for building inclusive community initiatives that respect human dignity and promote social cohesion. The course integrates concepts such as gender identity awareness, anti-discrimination programming, inclusive leadership, and safe community spaces. Participants will also learn how to design inclusive programs, implement diversity monitoring systems, evaluate social inclusion outcomes, and strengthen stakeholder collaboration. By the end of the training, participants will have the capacity to integrate LGBTQ+ inclusive approaches into community development projects, governance programs, and social service initiatives.

Programme Curriculum

LGBTQ+ Inclusion in Community Programs Training Course

Introduction

LGBTQ+ inclusion in community programs has become a critical component of modern social development, human rights advocacy, diversity management, and equitable service delivery. Organizations, public institutions, and non-profits increasingly recognize the importance of implementing inclusive community engagement strategies that promote equality, respect, and protection for lesbian, gay, bisexual, transgender, queer, and other gender-diverse populations. LGBTQ+ Inclusion in Community Programs Training Course equips participants with practical knowledge and advanced skills in diversity and inclusion frameworks, inclusive policy development, gender-sensitive community outreach, and evidence-based social inclusion strategies. The course highlights global best practices in diversity management, social equity programming, intersectional inclusion policies, and inclusive community development.

Through a combination of interactive learning, case studies, policy analysis, and strategic planning exercises, participants will explore tools for building inclusive community initiatives that respect human dignity and promote social cohesion. The course integrates concepts such as gender identity awareness, anti-discrimination programming, inclusive leadership, and safe community spaces. Participants will also learn how to design inclusive programs, implement diversity monitoring systems, evaluate social inclusion outcomes, and strengthen stakeholder collaboration. By the end of the training, participants will have the capacity to integrate LGBTQ+ inclusive approaches into community development projects, governance programs, and social service initiatives.

Course Objectives

1. Understand global LGBTQ+ inclusion frameworks and human rights-based community development strategies.
2. Develop inclusive community program policies aligned with diversity and equity principles.
3. Strengthen knowledge of gender identity, sexual orientation awareness, and inclusive communication strategies.
4. Apply intersectional inclusion approaches in community development and social protection programs.
5. Promote safe and inclusive environments within community organizations and social service institutions.
6. Integrate diversity, equity, and inclusion strategies into community engagement initiatives.
7. Design inclusive outreach programs for marginalized and gender-diverse populations.
8. Utilize monitoring and evaluation tools for measuring LGBTQ+ inclusion outcomes.
9. Build community partnerships that support inclusive governance and social equality.
10. Implement anti-discrimination policies and inclusive workplace practices in community organizations.
11. Strengthen advocacy skills for promoting gender equality and LGBTQ+ rights.
12. Apply inclusive leadership practices in community development initiatives.
13. Develop sustainable and inclusive community programming models.

Organizational Benefits

- Strengthens diversity and inclusion competencies across teams
- Improves community engagement and stakeholder trust

- Enhances compliance with equality and non-discrimination policies
- Promotes equitable service delivery and social justice initiatives
- Builds inclusive leadership capacity within organizations
- Supports development of inclusive policies and governance systems
- Improves organizational reputation and social responsibility impact
- Strengthens monitoring and evaluation of diversity initiatives
- Encourages innovation in inclusive community programming
- Contributes to sustainable and equitable community development initiatives

Target Audiences

- Community development officers
- Non-governmental organization program managers
- Social workers and community facilitators
- Public sector administrators and policy makers
- Diversity and inclusion practitioners
- Human rights advocates and activists
- Community health and social service providers
- Development consultants and project coordinators

Course Duration: 5 days

Course Modules

Module 1: Foundations of LGBTQ+ Inclusion in Community Development

- Understanding sexual orientation and gender identity concepts
- Global frameworks for LGBTQ+ inclusion
- Human rights principles and inclusive community policies
- Diversity and equity in community programs
- Inclusive language and communication strategies
- Case study: Implementing inclusive policies in a local community organization

Module 2: Inclusive Community Program Design

- Principles of inclusive program planning
- Identifying barriers to participation for LGBTQ+ communities

- Stakeholder mapping and inclusive engagement
- Designing safe community initiatives
- Integrating diversity indicators into program design
- Case study: Inclusive youth development program

Module 3: Gender Diversity and Intersectionality

- Understanding intersectionality in social inclusion
- Addressing multiple forms of discrimination
- Cultural sensitivity and gender diversity awareness
- Inclusive community leadership approaches
- Equity-focused program planning
- Case study: Intersectional community outreach initiative

Module 4: Policy Development for Inclusive Community Services

- Developing inclusive organizational policies
- Anti-discrimination frameworks and compliance standards
- Ethical considerations in community programs
- Policy implementation and accountability mechanisms
- Stakeholder consultation strategies
- Case study: Inclusive policy adoption in a municipal program

Module 5: Community Engagement and Advocacy

- Inclusive advocacy strategies
- Building community alliances and partnerships
- Communication strategies for social inclusion
- Public awareness and education campaigns
- Engaging marginalized populations in decision-making
- Case study: Community awareness campaign for diversity and inclusion

Module 6: Safe Spaces and Support Systems

- Creating safe and welcoming community environments
- Mental health and well-being support initiatives
- Addressing stigma and discrimination

- Inclusive service delivery practices
- Establishing community support networks
- Case study: Safe space initiative for vulnerable groups

Module 7: Monitoring and Evaluating Inclusive Programs

- Developing inclusion indicators and performance metrics
- Data collection for diversity monitoring
- Impact assessment tools for inclusive programs
- Participatory evaluation methods
- Reporting and accountability frameworks
- Case study: Measuring outcomes of an inclusive community project

Module 8: Leadership and Sustainability in Inclusive Programming

- Inclusive leadership and governance strategies
- Capacity building for community organizations
- Sustainable inclusion practices
- Resource mobilization for diversity programs
- Building long-term partnerships for inclusive development
- Case study: Scaling an inclusive community initiative

Training Methodology

- Interactive lectures and expert presentations
- Group discussions and collaborative learning sessions
- Scenario-based learning exercises
- Case study analysis and practical simulations
- Community program design workshops
- Role-playing activities for inclusive communication
- Policy review and strategy development sessions
- Action planning and implementation exercises

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now