LGBTQ+ Inclusion in the Workplace Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s evolving corporate landscape, LGBTQ+ inclusion in the workplace has become a critical pillar of diversity, equity, inclusion, and belonging (DEIB) strategies. Organizations that prioritize inclusive workplace culture, gender identity awareness, and sexual orientation sensitivity are more likely to attract top talent, improve employee engagement, and enhance innovation. LGBTQ+ Inclusion in the Workplace Training Course is designed to equip managers, HR professionals, and employees with practical tools to build psychologically safe workplaces, eliminate unconscious bias, and promote equal opportunity employment practices aligned with global human rights standards and modern ESG frameworks.

The program integrates real-world scenarios, inclusive leadership strategies, and compliance-driven frameworks to ensure sustainable transformation. Participants will explore pronoun respect practices, anti-discrimination policies, allyship development, and LGBTQ+ workplace rights compliance. Through interactive learning and case-based analysis, organizations will learn how inclusive environments directly contribute to employee retention, workplace productivity, employer branding, and organizational resilience in the modern global economy.

Programme Curriculum

LGBTQ+ Inclusion in the Workplace Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand LGBTQ+ workplace inclusion best practices
2. Identify and reduce unconscious bias in hiring and promotion
3. Build inclusive leadership and allyship skills
4. Promote gender identity and sexual orientation awareness
5. Implement anti-discrimination workplace policies
6. Strengthen DEIB (Diversity, Equity, Inclusion & Belonging) frameworks
7. Enhance psychological safety in teams
8. Develop inclusive communication strategies
9. Support transgender and non-binary employees at work
10. Align with global workplace equality standards (ESG & CSR)
11. Prevent workplace harassment and microaggressions
12. Improve inclusive HR policies and recruitment practices
13. Foster equitable workplace culture transformation

Target Audience

1. HR Managers & HR Business Partners
2. Team Leaders & Line Managers
3. Diversity, Equity & Inclusion Officers
4. Corporate Executives & Decision Makers
5. Learning & Development Professionals
6. Recruitment & Talent Acquisition Specialists
7. Employee Resource Group (ERG) Leaders
8. Organizational Development Consultants

Course Modules

Module 1: Foundations of LGBTQ+ Inclusion

- Key terms: LGBTQ+, gender identity, sexual orientation
- Understanding workplace diversity dimensions
- Legal and ethical inclusion frameworks
- Corporate responsibility in inclusion
- Case Study: Global tech company improving retention through DEIB onboarding

Module 2: Unconscious Bias & Workplace Perception

- Identifying hidden biases in recruitment
- Impact of stereotypes on decision-making
- Bias interruption techniques
- Inclusive evaluation systems
- Case Study: Bias reduction in hiring at multinational bank

Module 3: Inclusive Communication & Language

- Pronoun usage best practices
- Gender-neutral workplace communication
- Inclusive email and documentation standards
- Addressing misgendering respectfully
- Case Study: Corporate shift to inclusive communication in retail chain

Module 4: Allyship & Leadership Accountability

- What it means to be an active ally
- Leadership responsibility in inclusion
- Bystander intervention strategies
- Building allyship networks
- Case Study: Manufacturing firm leadership transformation program

Module 5: Policy Development & Legal Compliance

- Anti-discrimination policy design
- Workplace equality regulations
- Complaint handling procedures
- HR compliance frameworks
- Case Study: Policy overhaul in global consulting firm

Module 6: Psychological Safety & Employee Wellbeing

- Creating safe speaking environments
- Addressing microaggressions
- Mental health support systems
- Inclusive employee engagement strategies
- Case Study: Healthcare organization improving employee wellbeing metrics

Module 7: Inclusive Recruitment & Talent Management

- LGBTQ+ inclusive job descriptions
- Fair interview processes
- Diverse talent pipelines
- Inclusive onboarding practices
- Case Study: Tech startup scaling inclusive hiring globally

Module 8: Organizational Culture Transformation

- Embedding inclusion into corporate DNA
- Measuring DEIB success metrics
- ERG development and impact
- Long-term sustainability of inclusion programs

- Case Study: Fortune 500 company cultural transformation journey

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

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

Start Date	End Date	Location	Price
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

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com