



Henderson Woods, LLC
Building Relationships to Improve Outcomes

Focus on Gay, Lesbian, Bi-Sexual and Transgender Diversity

In today's increasingly diverse and complex workplace, creating a workplace where all feel welcomed, valued, respected and safe is important. How people treat one another matters. Fair and equitable employment practices are crucial for sustaining healthy and productive organizations that recruit and retain the best talent, encourage highly motivated employees, avoid legal liability and achieve superior results. Gay, lesbian, bi-sexual and transgender (GLBT) people are no exception. GLBT people are part of our communities. GLBT diversity is a present, sometimes hidden, and often controversial issue affecting the workplace.

This training is designed to open the conversation around GLBT diversity in the workplace. It extends the framework of what has been learned about workplace diversity and inclusion to explore sexual orientation, gender identity and transgender issues. Discussion focuses on aspects of safety, inclusion and equality in organizational policy and considers the role of leadership in promoting an inclusive work environment. Participants will build skills for responding to the controversy often introduced by GLBT diversity. The session is interactive, combining small group dialogue with informational presentation. It's time to bring GLBT diversity policy into practice. This training will build leadership comfort and competency around GLBT issues in the workplace.

Workshop Outcomes—

This session engages participants to:

- 1) Expand their knowledge of GLBT as a dimension of workplace diversity
- 2) Explore concepts of safety, inclusion and equality
- 3) Share ideas for responding to GLBT diversity
- 4) Strengthen skills for dealing with GLBT controversy
- 5) Identify strategies to promote readiness for dealing with GLBT workplace issues in a fair and equitable manner

Session Agenda—

Welcome & Introductions

Icebreaker: 30 Years Ago & Today

Creating a Context: What We Know about Workplace Diversity (Interactive Exercise)

Overview of GLBT Diversity
Sexual Orientation and Gender Identity

You in the Workplace (GLBT case scenarios)

Safety, Inclusion and Equity
Workplace Policy and Practice

Making the Connections—
Action Ideas for a Safe & Inclusive Workplace

To learn more about bringing to your workplace or group, contact: www.hendersonwoodslc.com