

# Management Training

## Creating an inclusive and accessible space for your LGBT+ workers is more important than ever.

This session is a great way to start a conversation about how your management team can foster a work environment that empowers your LGBT+ employees.

Working towards a space where your LGBT+ workers can feel seen, safe, and respected can help you optimize the success of your company by:

- Increasing team collaboration and cohesion, creativity and innovation, employee loyalty, and market share, and
- Decreasing employee turnover/absenteeism and the chances of arbitration, human rights complaints, and lawsuits related to LGBT+ discriminatory practices.

**Successful business in today's work world is about more than the bottom line – it's about creating a work environment where diverse teams can thrive.**

**1 MILLION**  
Canadians are  
Gay, Lesbian,  
or Bisexual

**1 IN 3**  
are between  
ages 15–24

**75,000**  
don't identify with  
the sex they were  
assigned at birth

### Topics Include:

- **2SLGBTQ+ intro** – terminology; sexuality, orientation and attraction; gender diversity and transition
- **Inclusion considerations for leadership** – context, benefits and challenges of achieving inclusion, signs of an inclusive workplace
- **Inclusive policies & practices** – HR, internal, and external
- **Starting your journey** – demonstrating allyship, the first steps to building an Organizational Plan
- **Application** – case studies to explore what this can look like in practice

