

Building an Inclusive Workplace

for *Gender and Sexual Diversity*



Overview

Canada is a country of diversity, but many of our workplaces do not reflect this reality. Even when they do, many workplaces are far from being inclusive spaces where each individual is welcomed and accepted, and their differences are seen as strengths. Unfortunately, prejudices and unconscious bias continue to undergird many of our daily interactions. As a result, people of diverse sexual and gender identities may feel invisible, invalidated, and unable to bring their whole selves to the workplace. This workshop will provide foundational knowledge about gender identity and sexual diversity, discrimination, and the history of 2SLGBTIQ+ rights. Participants will gain a better understanding of what gender identity and sexual diversity means, and learn techniques and strategies to continue building more inclusive workplaces.

Audience

Employees and managers at all levels of the organization who are looking to expand their knowledge about gender identity and sexual diversity, and to learn about effective approaches to continue contributing to and building an inclusive workplace based on best practices.

Duration: Half Day

Price: \$325.00 plus HST

Instruction Methodology

This program is a facilitated session with presentations, guided discussions and exercises. The course is offered virtually via our GoToMeeting service. This program is also available to be delivered in French.

Key Topics

- Understanding gender identity and sexual diversity
- Sex-gender-sexuality triad
- How discrimination occurs and how to recognize it and end it
- Short history of 2SLGBTIQ+ rights
- Intersectionality and anti-oppressive approaches to inclusivity
- Gender-neutral and welcoming language
- Creating welcoming and safe workspaces



About Your Facilitator

Dr. Gananatha Subrahmanyam, PhD

Dr. Gananatha Subrahmanyam is a facilitator, lecturer, researcher, communicator, and academic coach working with private and public sector clients for more than 20 years. A specialist in applying anti-oppressive frameworks for the advancement of diversity and inclusion, Gananatha is a committed feminist and social activist, motivated by movements for social justice and his deep desire to help participants on their individual paths to self-actualization.