



LGBTIQA+ Inclusivity Training, Speaking & Consulting with Twenty10

Twenty10 inc. GLCS provides a range of training, education, consulting, learning and development to help organisations and individuals become safer and more inclusive for LGBTIQA+ people. Our organisational vision is for people of diverse genders, sexualities and intersex variations to experience positive health and wellbeing outcomes and feel secure, connected and celebrated.

When you choose to work with us, not only are you choosing to proactively support LGBTIQA+ health and wellbeing, you are also contributing to the work we do in creating affirming spaces and addressing inequities for LGBTIQA+ young people, their families and communities.

Twenty10 inc. GLCS is committed to its values of accessibility, equity, inclusion, integrity, collaboration and compassion. Our training has a focus on youth and young people, mental health and wellbeing, and the intersectional experiences of LGBTIQA+ people, such as culture, faith and geographical location.

Here are the services you might be interested in:

1. [LGBTIQA+ Inclusivity Training for Organisations](#)
2. [LGBTIQA+ Inclusivity Training for Schools: teachers & students](#)
3. [LGBTIQA+ Inclusivity Speaking Engagements & Consulting](#)
4. [LGBTIQA+ Inclusivity Training for Individuals](#)
5. [LGBTIQA+ Inclusivity Training for Aged Care Service Providers \(*Silver Rainbow*\)](#)

You can also jump to our [Fees, Bookings & Enquiries](#) info.

Prism LGBTIQ+ Inclusivity Training for Organisations

Has your organisation recognised a need to be more LGBTIQ+ inclusive? Book our qualified trainers to come on-site and speak with your employees/group.

Our Prism LGBTIQ+ Inclusivity Training has a strong focus on understanding the lived realities that LGBTIQ+ people face and how to better support them. We cover topics like terminology, inclusive language, understanding realities for LGBTIQ+ communities, social and health impacts of discrimination and practical ways to support our communities, individually and organisationally. We aim to tailor our training material to your unique context as well.

Prism Full Day face-to-face training [RECOMMENDED]

In our full day trainings, the following topics are covered in their entirety. This is our recommended training for organisations wishing to get the most out of their LGBTIQ+ Inclusivity training. Participants engage a broad range of resources. You will also have time for practical break out groups to discuss learnings within your own contexts and settings. Our full day training allows plenty of time for questions and discussions with our qualified trainers.

- 1. Understanding the LGBTIQ+ acronym, and unpacking language and terms like gender, sexuality, sex characteristics and identity;*
- 2. Recognise realities for LGBTIQ+ populations - current leading research, social and health impacts of discrimination, stigma, microaggressions;*
- 3. Affirmative practice-practical tools we can use to create a culture that is safer for LGBTIQ+ people to be themselves. We talk about things like inclusive verbal and visual language, pronouns and allyship.*
- 4. Identify gaps in LGBTIQ+ equity and culture within your work, school, or organisational practices;*
- 5. Identify resources and services to use with clients and workers;*
- 6. Develop ways to transform learnings into action as you discuss applications within your specific environments.*

In addition to the skills and knowledge that attendees build during this training, all participants will receive a certificate for taking part in our complete LGBTIQ+ Inclusivity Training.

Duration: 7 Hours

Fees: \$3,500 (15% discount for not-for-profits & public schools)* + GST

To book: [request a date online](#)

Prism Half Day face-to-face training

Half day trainings cover an overview of the full day training content. The format is mostly presentation-style with some time for practical application and discussions. Participants will engage the following topics:

- 1. Understanding the LGBTIQ+ acronym, and unpacking language and terms like gender, sexuality, sex characteristics and identity;*
- 2. Recognise realities for LGBTIQ+ populations-current leading research, social and health impacts of discrimination, stigma, microaggressions;*
- 3. Affirmative practice-practical tools we can use to create a culture that is safer for LGBTIQ+ people to be themselves. We talk about things like inclusive verbal and visual language, pronouns and allyship.*
- 4. Identify gaps in LGBTIQ+ equity and culture within your work, school, or organisational practices.*

Duration: 4 Hours

Fees: \$2,900 (15% discount for not-for-profits & public schools)* + GST

To book: [request a date online](#)

Prism 2 Hours online training

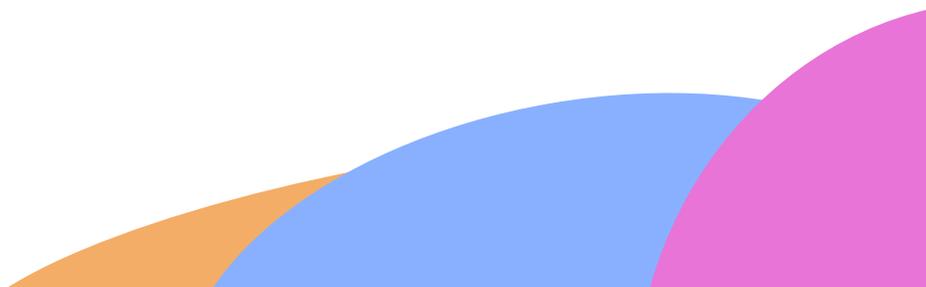
These trainings offer a basic overview of our training content, delivered in a presentation style. Great for those located outside of Sydney or for teams with limited time.

- 1. Understanding the LGBTIQ+ acronym, and unpacking language and terms like gender, sexuality, sex characteristics and identity;*
- 2. Recognise some realities for LGBTIQ+ populations, including impacts of discrimination, stigma, microaggressions;*
- 3. Overview of affirmative practice tools, such as inclusive verbal and visual language, pronouns and allyship.*

Duration: 2 Hours

Fees: \$1,500 (15% discount for not-for-profits & public schools)* + GST

To book: [request a date online](#)



Prism LGBTIQ+ Inclusivity for Schools – teachers and/or students

We recognise students and teachers might have different schedules, and that working with young people is core to our mission at *Twenty10 inc GLCS*. Please enquire with us if you work with young people and would like to do training with us.

- 1. Understanding the LGBTIQ+ acronym, and unpacking language and terms like gender, sexuality, sex characteristics and identity;*
- 2. Some realities for LGBTIQ+ populations, including impacts of discrimination, stigma, microaggressions;*
- 3. Overview of affirmative practice tools, such as inclusive verbal and visual language, pronouns and allyship.*

To enquire: please [submit an enquiry form](#) and our team will endeavour to respond to you within 5 business days (calendly.com/twenty10-training/schools).

Other LGBTIQ+ Inclusivity Training, Speaking & Consulting

Twenty10 inc. GLCS is available for training and speaking at conferences, university lectures and other events. We also provide consulting services for a range of projects, including organisational policies and procedures.

Got a project you need our expert input on? Please [submit an enquiry form](#) and our team will endeavour to respond to you within 5 business days (<https://forms.office.com/r/NcnS1fF2S4>).

Alternatively, you can email us at training@twenty10.org.au.

Fees, Bookings & Enquiries

The following prices are flat fees for 30 people maximum to attend. Organisations receive a 10% discount if more than one training is booked at the same time.

Prices do not include GST.

	Businesses/Organisations	Non-profits/Public Schools (15% discount)
Full Day PRISM Training	\$3,500.00	\$2975.00
Half Day Prism Training	\$2,900.00	\$2,465.00
2 hours Prism Training (online)	\$1,500.00	\$1,275.00

**Surcharges apply for larger audiences (30 people+).*

**25% surcharge after 6pm; 50% surcharge on Saturday; 100% surcharge on Sunday.*

**Additional travel costs will be applied for organisations outside the Sydney Metropolitan Area.*

Equitable & Accessible Pricing

Twenty10 inc. GLCS is committed to accessibility, equity and inclusion. If our pricings do not suit your budget, or if you are unable to access our longer trainings in person due to travel barriers, or attend online due to digital barriers, or something else, we would love to talk. Please contact us at training@twenty10.org.au.

Ready to Request a Booking?

Fill in our online enquiry form and one of our team members will endeavour to get back to you within 5 business days to confirm: <https://calendly.com/twenty10-training>

If you have any questions, please contact us at training@twenty10.org.au or 02 8594 9555 - we would love to help you!

Prism LGBTIQ+ Inclusivity Training for Individuals

We regularly host our Full Day Prism LGBTIQ+ Inclusivity Training for individuals. Trainings have a strong focus on understanding the realities that LGBTIQ+ people face and how to better support them. We cover topics like terminology, inclusive language, understanding realities for LGBTIQ+ communities, social and health impacts of discrimination and practical ways to support our communities, individually and organisationally.

Prism Full Day face-to-face (7 hours)

Participants engage a broad range of resources and have time for practical break out groups to apply learnings within their own settings. There is also time for questions and discussions with our qualified trainers.

- 1. Understanding the LGBTIQ+ acronym, and unpacking language and terms like gender, sexuality, sex characteristics and identity;*
- 2. Recognise realities for LGBTIQ+ populations - current leading research, social and health impacts of discrimination, stigma, microaggressions;*
- 3. Affirmative practice-practical tools we can use to create a culture that is safer for LGBTIQ+ people to be themselves. We talk about things like inclusive verbal and visual language, pronouns and allyship.*
- 4. Identify gaps in LGBTIQ+ equity and culture within your work, school, or organisational practices;*
- 5. Identify resources and services to use with clients and workers;*
- 6. Develop ways to transform learnings into action as you discuss applications within your specific work environments.*

In addition to the skills and knowledge that attendees build during this training, all participants will receive a certificate for taking part in our LGBTIQ+ Inclusivity Training.

Duration: 7 Hours

Fees: \$220 (price includes catering, concession rates available)

Booking: See our website for upcoming dates and to register your place:
<https://www.twenty10.org.au/get-support/training/prism/>

Please email us if you are interested in individual training presented online, or if you have any other questions training@twenty10.org.au.

LGBTIQA+ Inclusivity Training for Aged Care Service Providers: Silver Rainbow

The aim of Silver Rainbow training is to build the capacity of aged care services to adopt practices that create an inclusive and welcoming environment for all LGBTI (Lesbian, Gay, Bisexual, Transgender, and Intersex) older people.

Silver Rainbow is not only about training staff members, it is also about genuine policy and culture change within your organisation. As such, we ask that organisations participating in Silver Rainbow develop an ongoing relationship with Twenty10 in some way.

In the training course, participants will:

- Understand concepts of gender, sexual orientation, bodily diversity, and relationships.
- Practice language that is inclusive of LGBTI communities.
- Identify impacts of discrimination on LGBTI older people.
- Identify impacts of negative values and experiences of LGBTI older people.
- Develop strategies and actions for inclusive practice in aged care settings.
- Demonstrate effective and respectful communication with older LGBTI people regarding their specific needs.

In follow-up conversation, organisations will:

- Audit their organisation to identify inclusion gaps.
- Adopt and/or edit policies to be LGBTI-inclusive.
- Be committed to ongoing culture change and training within the organisation.

Who is silver rainbow training for?

The audience for the training is any worker providing support or care to older people accessing aged care funded services. Settings may include residential aged care, independent living support, community care, home care, and respite.

Whilst the training is predominantly for aged care workers in direct care roles, the training may be adapted for workers in other roles such as allied health, administration, support staff and volunteers (e.g., Community Visitor Scheme). The training may also be used as an introduction to LGBTI inclusion for management and leadership teams.

Silver Rainbow 2 Hours (online)

In a 2-hour online training, we condense the following topics, delivered in a presentation style:

1. *Develop understanding of the lived experience of LGBTI older people.*

- 2. Increase knowledge of sector requirements for providing inclusive care.*
- 3. Increase understanding in providing inclusive environments for LGBTI older people accessing community and residential aged care services.*

Silver Rainbow On-Site (4.5 hours face-to-face)

In a 4.5-hour training (including breaks), we cover the following topics, delivered in an interactive, workshop-based style:

- 1. Develop understanding of the lived experience of LGBTI older people.*
- 2. Increase knowledge of sector requirements for providing inclusive care.*
- 3. Increase understanding in providing inclusive environments for LGBTI older people accessing community and residential aged care services.*
- 4. Introduce principles of trauma-informed care and application to supporting LGBTI older people.*
- 5. Increase skills in communicating effectively and respectfully with LGBTI older people.*

Pricing & Booking

Silver Rainbow is FREE training, delivered at no cost to your organisation.

You can invite our trainers to deliver on-site training at your organisation. We request a minimum of 18 trainees for these on-site trainings. Others are encouraged to engage in our online training, however, please contact us if you have specific needs.

Please visit our website for upcoming training dates and how to register, or to request an on-site training at your aged care service organisation:

<https://www.twenty10.org.au/silver-rainbow/>

Contact Us

If you have any questions or would like to speak directly with our training team directly, please contact us at training@twenty10.org.au or 02 8594 9555 - we would love to help you!



www.twenty10.org.au