

Professional Learning & Training Brochure



working it out

Tasmania's gender, sexuality and intersex support, education & advocacy service



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Midwives
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OUR VISION

Is of a just and inclusive society that celebrates people of diverse sexualities, sex and genders.

OUR MISSION

To create change through lived-experience-based education, support and advocacy which enables LGBTIQ+ Tasmanians to live their best lives.

- ✓ Tasmanian context and knowledge
- ✓ Proudly community based and peer-led
- ✓ Operating since 1998

WHO ARE WE?

About us

Working It Out (WIO) is the only dedicated support, advocacy and education service for lesbian, gay, bisexual, transgender and intersex (LGBTIQA+) people in Tasmania.

As a peer-led, community-based not-for-profit organisation we have been delivering professional learning and training state-wide for more than 20 years.

Our professional learning and training focuses on changing everyday practices to create safe and inclusive environments for LGBTIQA+ community members.

About our professional learning & training

- Our courses are based on the collective lived-experiences of the people we engage with on a day-to-day basis.
- We apply modern learning theory to create engaging and impactful experiences for participants that lead to on-the-ground change.
- Our staff are highly qualified and experienced with expertise in community work, community development, social work, education and adult learning.
- Our sessions are interactive and allow plenty of time for questions and the exploration of new ideas and concepts in a safe and non-judgmental environment.

Bookings and enrolment

Enquiries in relation to any of our courses, or requests for bespoke courses, can be made by contacting WIO:

P: [03] 6231 1200

E: training@workingitout.org.au

Pricing

We offer both fee-for-service and free courses.

Fees apply to most delivery areas, except for:

- Professional learning in state schools
- Professional learning in aged care (small booking fee applies)
- Professional learning as part of the Better Lives project (intersex)
- Professional learning primarily aimed at students
- The Everyone Can Play sports inclusion eLearning module

Fee-for-service delivery:

- Standard \$260 per hour of delivery for up to 25 participants
- Not-for-profit \$200 per hour up to 25 participants
- Or as indicated

Additional charges for travel may apply to delivery outside of main metropolitan areas (Hobart, Launceston, Burnie and Devonport).

Options

- Our standard courses can be tailored to your particular needs at no extra cost
- Alternatively, we are happy to create bespoke courses to suit your needs
- Most of our standard courses can be delivered in person or via online webinars



eLearning Course: Introduction to LGBTIQ+ Inclusive Practices for Disability Sector Workers

About this session

A short eLearning module which can be done anywhere, anytime (internet access required). This Introduction to LGBTIQ+ Inclusive Practices for disability sector workers course guides participants through a range of interactive learning activities focusing on issues facing LGBTIQ+ people with disabilities (including psychosocial disabilities) and the ways inclusive practices can make a difference.

Learning Outcomes

At the end of this course participants will be able to:

- Understand and affirm LGBTIQ+ identities for people with disabilities
- Engage respectfully with LGBTIQ+ people with disabilities
- Use appropriate language and terminology in relation to LGBTIQ+ inclusion
- Embed LGBTIQ+ inclusive practices into everyday behaviours

Content

- Learners walk through everyday experiences of LGBTIQ+ people with disabilities to see what 'good practice' looks like.
- Good practices are summarised into 5 easy to remember take-aways.

Formats

- Individual access:
 - ⇒ Up to 5 please enrol via Eventbrite: <https://www.eventbrite.com.au/e/262346012987>
 - ⇒ For more than 5 places, contact WIO: training@workingitout.org.au
- Outright purchase for inclusion in your own learning management system, contact WIO: training@workingitout.org.au

Delivery Method

Self-paced, online

Who is this for?

Staff and volunteers working with people with disabilities

Duration

Approximately 45 minutes

Cost per person

Standard: \$30+ GST

Not-for-profit: \$25+ GST

Full eLearning course package

Standard: \$1500+ GST

Not-for-profit: \$1300+ GST

I have just completed this online module. It was so good! The quality, the content (I learnt so much!) and the presentation styles were amazing. One of the best I have done!

Donna, TasTAFE Teacher

eLearning Course: Everyone Can Play – LGBTIQ+ Inclusion in Sport

About this session

A short eLearning module which can be done anywhere, anytime (internet access required). This Introduction to LGBTIQ+ Inclusive Practices for disability sector workers course guides participants through a range of interactive learning activities focusing on issues facing LGBTIQ+ people with disabilities (including psychosocial disabilities) and the ways inclusive practices can make a difference.

Learning Outcomes

At the end of this course participants will be able to:

- Understand the importance of accepting and affirming LGBTIQ+ identities in sport and recreational activities
- Engage respectfully with LGBTIQ+ people in sport and recreation
- Use appropriate language and terminology in relation to LGBTIQ+ inclusion
- Embed LGBTIQ+ inclusive practices into everyday behaviours

Content

- Learners walk through everyday experiences of LGBTIQ+ people in sport to see what 'good practice' looks like.
- Good practices are summarised into 4 easy to remember take-aways.

Access

- Free access is provided to sport and recreational organisations and groups across Tasmania.
- Content can also be delivered in person or via an online webinar.
- To discuss your needs contact WIO:
training@workingitout.org.au

Delivery Method

Self-paced, online

Who is this for?

Players, officials and administrators involved in sport and recreation activities.

Duration

Approximately 45 minutes

Cost

Free



EVERYONE CAN PLAY



working it out



Language Matters

About this session

Language can be used to include or exclude. This short session will unpack key concepts around how identity and language and how language can be used to support inclusion for people of diverse gender, sex or sexuality.

Learning Outcomes

At the end of this session participants will be able to:

- Describe key terms that relate to diverse sexualities, genders and bodies
- Describe the connection between language and inclusion
- Use language appropriately to support LGBTIQ+ Inclusion

Content

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Pronouns and misgendering
- Everyday experiences of stigma, discrimination and isolation and their impacts through language and action

Delivery Method

Face-to-face state-wide or online

Who is this for?

This course is suitable to anyone over 18

Duration

2 hours

Cost (up to 25 participants)

Standard: \$520 + GST

Not-for-profit: \$400 + GST

“Loved the safe comfortable discussion space.”



Being LGBTIQ+ Inclusive

About this session

Our Being LGBTIQ+ Inclusive training is the standard training package for organisations, employees and others. It will introduce participants to LGBTIQ+ inclusion through a range of interactive learning activities. Participants will become familiar with LGBTIQ+ terminology and how to embed inclusive behaviours into everyday activities and organisational practices.

Learning Outcomes

At the end of this session participants will be able to:

- Describe issues of discrimination and harassment faced by members of the Tasmanian LGBTIQ+ communities and their consequences
- Identify personal biases and misconceptions
- Adhere to appropriate legislative requirements in relation to LGBTIQ+ inclusion
- Use appropriate language and terminology in relation to LGBTIQ+ inclusion
- Embed LGBTIQ+ inclusive practices into everyday behaviours and organisational practices

Content*

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Pronouns and misgendering
- State and Federal anti-discrimination laws relating to gender, sex and sexuality
- Everyday experiences of stigma, discrimination and isolation and their impacts
- Key strategies for being inclusive

*Some content delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

This course is suitable to anyone over 18

Duration

3 hours

Cost (up to 25 participants)

Standard: \$780+ GST

Not-for-profit: \$600 + GST

*“You know your stuff so well!
Your teaching was so generous & patient.”*

How2 - Rainbow Tick Accreditation

About this session

The HOW2 Program takes participants through a series of practical steps to help them develop and implement a plan for LGBTIQ+ inclusive practice specific to their organisation. HOW2 is designed around the six national standards that make up the Rainbow Tick accreditation, however, the decision of whether to apply for the Tick is up to individual participants and not a requirement of the program.

Learning Outcomes

At the end of this session participants will be able to:

- Articulate the evidence base for LGBTIQ+ inclusive practices in organisations for both service users and staff
- Begin applying key frameworks for improving outcomes for LGBTIQ+ staff and service users at their organisation
- Develop a plan for embedding LGBTIQ+ inclusion in their organisation

Content

- Foundational understanding and evidence that underpins LGBTIQ+ inclusion
- Practical tools, skills, and strategies for transforming and embedding LGBTIQ+ inclusive systems, practices and culture within an organisation
- Engaging videos and interactive activities that guide participants in developing, and beginning to implement, a plan for facilitating LGBTIQ+ inclusion in their organisation
- Unpacking the Rainbow Tick accreditation process and each of the six Standards



Delivery Method

Face-to-face - Hobart

Who is this for?

Organisations who wish to develop and implement an LGBTIQ+ inclusivity strategy and/or who are considering applying for Rainbow Tick Accreditation.

Who should attend?

It is recommended each organisation send 2-4 management-level staff to all sessions.

Participants should be in a position to influence cultural change within their organisation, so should be engaged in areas such as quality, accreditation, service design, evaluation, diversity and engagement.

Duration

4 x 1 day sessions over 5-6 months with 5-8 weeks between sessions to allow time to undertake out of session work.

Cost

Per person: \$990 + GST



**Rainbow
Health
Australia**

The HOW2 Program and associated materials are licensed to La Trobe University, Melbourne, and developed by [Rainbow Health Australia](#).

LGBTIQA+ Inclusive Leadership

About this session

Change led from the top is powerful. This workshop will introduce participants to key concepts of LGBTIQA+ inclusive practice and provide strategies for developing LGBTIQA+ inclusive organisations.

Learning Outcomes

At the end of this session participants will be able to:

- Use appropriate language and terminology in relation to LGBTIQA+ inclusion
- Describe systemic issues faced by LGBTIQA+ individuals and communities
- Develop strategies to successfully embed LGBTIQA+ inclusive practices in an organisation

Content*

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Identifying everyday experiences of stigma, discrimination and isolation
- State and Federal anti-discrimination laws relating to gender, sex and sexuality
- Key features of an inclusive organisation
- Organisational audit tool and resources

*Some content delivered via pre and post learning materials and activities.

Guest co-presenter option - Rodney Croome

Rodney is one of Australia's most successful advocates for LGBTIQA+ human rights. His activism has been recognised in Australia and beyond. He has been awarded a number of honours including becoming a Member of the Order of Australia (2003), Tasmanian Australian of the Year and Australian of the Year finalist (2015) and an Honorary Doctorate from the University of Tasmania (2019).

Rodney's achievements over three decades of advocacy include leading the transformation of Tasmania's LGBTIQA+ laws from the worst in Australia to the best in the world, and leading many successful national campaigns, from lifting the ban on gay and lesbian defence service personnel through to marriage equality.

Delivery Method

Face-to-face state-wide

Who is this for?

Anyone in a leadership role

Duration

3 hours

Cost (up to 25 participants)

Standard: POA**

Not-for-profit: POA**

** Fees vary depending on the option of including LGBTIQA+ advocate Rodney Croome OAM.





LGBTIQA+ Cultural Safety in Schools

About this session

This session is suitable for all staff in schools (including admin, EFAs, TAs, etc.) regardless of their existing levels of knowledge. Content is situated within the Tasmanian context and tailored towards the educational setting. The emphasis is on creating meaningful cultural change in schools by addressing discrimination, intentional inclusion and diverse representation.

Learning Outcomes

At the end of this session participants will be able to:

- Describe the differences between biological sex, gender & sexuality
- Understand the context and ongoing impact of contemporary and historical Tasmanian LGBTIQA+ experiences
- Be an effective LGBTIQA+ ally and take appropriate action to support students, families & colleagues
- Apply a systemic, whole-of-school approach to supporting LGBTIQA+ students
- Support the Valuing Diversity Framework within their school environment

Content (depending on time)

- Introduction to Working It Out and the Valuing Diversity Framework
- Relevant language, definitions and terminology (including pronouns)
- The concepts of cultural safety, the box of belonging and the price of progress
- Legal requirements, DECYP policies and guidelines, and ethical responsibilities
- Systemic barriers for LGBTIQA+ students in schools
- The role allies can play in making school a safe, supportive and inclusive place for LGBTIQA+ people
- Opportunities to take action for positive change

Delivery Method

Face-to-face

Who is this for?

Staff working in Tasmanian schools and colleges (can be adapted to early childhood/early learning settings)

Duration

3 hours (or 2 x 1.5 hours)

Cost

State schools: Free

Independent schools: \$600+ GST

“This was the best professional learning session that I have been to on this topic. The presenter was outstanding and the content was very real and sensitively presented. Thank you.”

LGBTIQA+ Inclusive Practices in Health - General

About this session

Our LGBTIQA+ Inclusive Practices in Health training will guide participants through a range of interactive learning activities focusing on health issues facing LGBTIQA+ individuals and the ways inclusive health practices can make a difference.

Learning Outcomes

At the end of this session participants will be able to:

- Describe key health outcomes for LGBTIQA+ individuals
- Describe potential issues of stigma, discrimination and inappropriate service delivery in health faced by LGBTIQA+ people
- Adhere to appropriate legislative requirements in relation to LGBTIQA+ inclusion
- Use appropriate language and terminology to support LGBTIQA+ inclusion
- Embed LGBTIQA+ inclusive practices into every-day behaviours and organisational practices

Content*

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Experiences of stigma, discrimination and inappropriate service delivery in health and their impacts
- LGBTIQA+ inclusive language
- Key strategies for being inclusive

*Some content delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

Staff and volunteers working in the health sector

Duration

3 hours

Cost (up to 25 participants)

Standard: \$780+ GST

Not-for-profit: \$600 + GST

“The trainer was brilliant at training us, her laid back manner made it feel more like a group chat rather than a training session.”

Positive Mental Health Outcomes for LGBTIQ+ Clients

About this session

LGBTIQ+ people experience some of the worst mental health outcomes of any population group in Australia. This course examines the underlying drivers of these poor outcomes, and gives practitioners the tools to provide evidence-based and affirming care to LGBTIQ+ clients.

Learning Outcomes

At the end of this session participants will be able to:

- Describe mental health issues impacting LGBTIQ+ Individuals and groups
- Describe the impact of historic and contemporary stigma, discrimination, harassment and abuse
- Adhere to appropriate legislative requirements in relation to service delivery
- Use appropriate language and terminology to support LGBTIQ+ clients
- Embed LGBTIQ+ inclusive practices into everyday behaviours and organisational practices
- Apply evidence based strategies for improving mental health outcomes for LGBTIQ+ clients.

Content*

Session 1

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Statistics in relation to mental health outcomes for LGBTIQ+ people and the underlying drivers
- Focus on specific populations and demographics

Session 2

- Key strategies for inclusive service delivery
- What person-centered support looks like for LGBTIQ+ clients
- Best-practice evidence into what supports positive mental health outcomes for LGBTIQ+

Delivery Method

Face-to-face state-wide

Who is this for?

Mental health service staff and clinicians

Duration

2 x 5 hour sessions

Cost (up to 25 participants)

Standard: \$2400 + GST

Not-for-profit: \$2000 + GST

“Intelligent, knowledgeable, experienced, personable and effective presenter - very enlightening.”



Silver Rainbow Ageing and Aged Care Training

About this session

Silver Rainbow training introduces participants to the principles of LGBTI inclusive practice in Aged Care. The training addresses the Aged Care Quality Standards and their relationship to LGBTI cultural safety in aged care. This training uses interactive activities, case studies and research-based evidence to build participant's skills in inclusive practice. Delivered as part of the broader Silver Rainbow aged care capacity building project.

Learning Outcomes

At the end of this session participants will be able to:

- Adhere to legal and workplace requirements around LGBTI inclusive service delivery in aged care
- Demonstrate an understanding of issues related to ageing and health for LGBTI population groups
- Use appropriate and inclusive language in the workplace
- Identify personal biases and misconceptions
- Identify and embed LGBTI inclusive practices in everyday work situations

Content

- Exploring issues for LGBTI people as they age
- Unpacking gender, sex and sexuality identities – definitions and terminology
- Everyday experiences of stigma, discrimination and isolation in aged care and their impacts
- State and Federal anti-discrimination laws and Aged Care Standards relating to gender, sex and sexuality
- Key strategies for being inclusive

Delivery Method

Face-to-face state-wide

Who is this for?

ALL aged care workers, including administrators, managers as well as clinical workers and care workers.

Duration

2-4 hours

Cost (10-25 people)

\$10 per person (booking fee)



SILVER RAINBOW

LGBTI-inclusive ageing & aged Care

“Great delivery. Very challenging but very informative.”

LGBTIQA+ Inclusive Practices in Disability Services

About this session

Our Introduction to LGBTIQA+ Inclusive Practices for Disability* Sector Workers will guide participants through a range of interactive learning activities focusing on issues facing LGBTIQA+ people with disability and the ways inclusive practices can make a difference. (*including psychosocial).

Learning Outcomes

At the end of this session participants will be able to:

- Understand and affirm LGBTIQA+ identities for people with disabilities
- Engage respectfully with LGBTIQA+ people with disabilities
- Use appropriate language and terminology in relation to LGBTIQA+ inclusion
- Embed LGBTIQA+ inclusive practices into everyday behaviours

Content*

- Unpacking gender, sex and sexuality identities – definitions and terminology
- Intersectional identities—LGBTIQA+ and disabilities
- Experiences of stigma, discrimination and inappropriate service delivery and their impacts
- LGBTIQA+ inclusive language
- Walking through everyday experiences of LGBTIQA+ people with disabilities to see what ‘good practice’ looks like.

*Some content delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

Staff and volunteers working in the health sector

Duration

3 hours OR

2 hours + online eLearning Course (see page 4)

Cost (up to 25 participants)

Standard: \$780+ GST

Not-for-profit: \$600 + GST

“This was one of the most worthwhile workshops/sessions I’ve ever had the privilege to attend.”

LGBTIQA+ Inclusive Practices in Sport

About this session

Our LGBTIQA+ Inclusive Practices in Sport training will guide club and sport officials, players and volunteers through a range of interactive learning activities focusing on making sport more inclusive for LGBTIQA+ individuals and communities.

Learning Outcomes

At the end of this session participants will be able to:

- Describe issues of discrimination and harassment faced by LGBTIQA+ people in sport
- Identify personal biases and misconceptions
- Adhere to appropriate legislative requirements in relation to LGBTIQA+ inclusion
- Use appropriate language and terminology in relation to LGBTIQA+ inclusion
- Embed LGBTIQA+ inclusive practices into every-day behaviours

Content*

- Sporting participation by LGBTIQA+ people
- Everyday experiences of stigma and discrimination in sport and their impacts
- Unpacking gender, sex and sexuality identities – definitions and terminology
- State and Federal anti-discrimination laws relating to gender, sex and sexuality in sport
- Key strategies for being inclusive

*Some content delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

Sporting administrators, officials, players and volunteers

Duration

2 hours

Cost (up to 25 participants)

Standard: \$520 + GST

Not-for-profit: \$400 + GST

Some free sessions also available - inquire to find out more.

Some free sessions also available - inquire to find out more.

BONUS: Includes free access to our 'Everyone Can Play' LGBTIQA+ Inclusion in Sport eLearning Course (see page 5).



“Great opportunity to discuss myths and assumptions in a safe environment.”



Transitioning at Work

About this session

This workshop is for workplaces that are wanting to increase their capacity to provide safe and affirming spaces for trans and gender diverse employees.

It is particularly useful in supporting employees who are transitioning or affirming their gender at work.

Learning Outcomes

At the end of this session participants will be able to:

- Identify personal biases and misconceptions
- Adhere to appropriate legislative requirements in relation to LGBTIQ+ inclusion
- Use appropriate language and terminology in relation to trans inclusion
- Provide a safe and effective systems for supporting an individual's gender journey

Content

- Unpacking gender identities – definitions and terminology
- Key features of supportive practice
- Using inclusive language
- State and Federal anti-discrimination laws relating to gender

*Some content delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

Workplaces and staff

Duration

2 hours

Cost (up to 25 participants)

Standard: \$520 + GST

Not-for-profit \$400 + GST

*“Clear, concise, open, and non-judgemental.
‘No wrong Answer’ teaching is a great way to tackle
this topic.”*

Better Lives Courses

About

Better Lives is a series of workshops and resources for professionals who are placed to make a significant difference in the lives of people with innate variations of sex characteristics (intersex). Primary targets are professions within health, education and community care.

A [Yellow Tick](#) accreditation module.

Learning Outcomes

While learning outcomes are specific to individual professions, at the end of each workshop, participants will be able to:

- Describe the umbrella term – Intersex
- Use appropriate language and terminology in relation to variations of sex characteristics
- Recognise common Intersex variations and their impact on individual's lives and outcomes
- Understand the Darlington Statement actions in relation to their profession

Content*

- Unpacking the 'I' in LGBTIQ+
- Key strategies for Human Rights based practices
- Pathways for Intersex people in health/education/community services settings

*NOTE: some content may be delivered via pre and post learning materials and activities

Delivery Method

Face-to-face state-wide or online

Who is this for?

Professional staff in health & education

Duration

Varied but typically 1-2 hours

Cost

Free



Targeted courses available in:

Health

- Midwives
- Paediatric Nurses
- General Practitioners
- Community Health Nurses
- Child Health Nurses

Education

- Moderators/Support Officers
- School Nurses
- School Social Workers/Psychologists
- Childcare Workers
- Early Childhood Educators

Public Courses

About

- Public sessions open to anyone over the age of 18.
- Perfect for individuals wanting to update their knowledge and skills, or for organisations wanting to train small numbers of staff.
- Dates, times and venues updated and added regularly—for details check the [website](#):

Or contact us as below:

P: [03] 6231 1200

E: training@workingitout.org.au

Format	Delivery	Title	Duration	Cost
Self-paced eLearning Course	Online	Introduction to LGBTIQ+ Inclusive Practices for Disability Sector Workers	Approx. 45 minutes	\$30+ GST NFP /Concession \$25 + GST
Self-paced eLearning Course	Online	Everyone Can Play : LGBTIQ+ Inclusion in Sport	Approx. 45 minutes	Free
See website for details	Online Face to face	Language Matters	2 hours	\$50 + GST Conc. \$40 + GST
See website for details	Online Face to face	Being LGBTIQ+ Inclusive	3 hours	\$75 + GST Conc. \$60 + GST



working it out

Tasmania's gender, sexuality and intersex
status support and education service



workingitout.org.au



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