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**Wellness & Wellbeing**

**Training Portfolio**

AFT Health Issues

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Mental Health and Well-Being Workshop

* **Target Audience:** Individuals in workplace settings
* **Duration:** One to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
* Describe how mental health affects work performance and personal life.
* Explain the benefits of maintaining good mental health.
* Discuss the connection between individual well-being and effective teamwork.
1. **Understanding (Explain Concepts and Impact):**
	* Explain how mental health affects workplace performance and personal life.
	* Describe the benefits of maintaining good mental health.
	* Discuss the connection between individual well-being and effective teamwork.
2. **Applying (Use Knowledge in Real-life Contexts):**
	* Identify workplace-related mental health challenges using case studies and scenarios.
	* Apply knowledge to recognize early warning signs of mental health concerns.
	* Demonstrate self-care techniques that promote emotional well-being.
3. **Analyzing (Break Down and Examine Relationships):**
	* Compare different self-care strategies and evaluate their effectiveness.
	* Analyze real-world examples of workplace stress and its impact on teams.
	* Differentiate between stress, burnout and clinical mental health concerns.
4. **Evaluating (Assess and Justify Decisions):**
	* Assess personal well-being and identify areas for improvement.
	* Critique existing workplace well-being practices and suggest improvements.
	* Justify the importance of mental health initiatives in workplace settings.
5. **Creating (Generate Solutions and Action Plans):**
	* Develop a personalized self-care plan incorporating evidence-based strategies.
	* Design workplace initiatives or peer support programs to promote well-being.
	* Construct a plan for improving team collaboration through well-being practices.

## Workshop Structure and Activities

### Icebreaker: Creating a Safe Space

* *Objective: Build trust and encourage open discussion.*
* Interactive group activity to introduce participants and create a safe environment.
* Short reflection exercise on personal experiences with workplace stress.
1. **Session 1: Understanding Mental Health and Well-Being**
*Objective: Define mental health and its impact on individuals and work performance.*
	* **Interactive Presentation:** Define mental health, its importance, and its impact on work and personal life.
	* **Discussion:** Explore common myths and misconceptions about mental health.
2. **Session 2: Identifying Mental Health Challenges in the Workplace**
*Objective: Recognize and identify stress, anxiety, burnout and depression*
	* **Group Discussion:** Common workplace mental health challenges.
	* **Case Study Analysis:** Real-world scenarios where participants identify signs and symptoms.
3. **Session 3: Self-Care Strategies for Mental Well-Being**
*Objective: Develop personal self-care strategies and apply effective techniques.*
	* **Brainstorming Activity:** Participants share personal self-care practices.
	* **Mini-Workshop:** Introduction to evidence-based self-care techniques:
		1. Mindfulness exercises
		2. Relaxation techniques
		3. Sleep hygiene tips
	* **Group Activity:** Create a personal self-care plan.
4. **Session 4: Well-Being and Teamwork**
*Objective: Explore the relationship between individual well-being and teamwork.*
	* Discussion: How self-care improves collaboration and communication.
	* Role-Playing Exercise: Simulating workplace scenarios to see how well-being affects teamwork.
5. **Session 5: Building a Sustainable Wellness and Well-Being Plan**
*Objective: Develop and evaluate sustainable workplace well-being strategies.*
	* Workshop Activity: Participants design their own workplace mental health initiatives.
	* Group Reflection: How to integrate well-being practices into daily work routines.

**Wrap-Up and Resource Sharing**
*Objective: Provide key takeaways and equip participants with resources.*

* + Review: Summary of key insights from the workshop.
	+ Resource Handouts: List of mental health support services (employee assistance programs, online tools, local support groups).
	+ Q&A Session: Open discussion for participants’ questions.

**Materials Needed**

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with self-care tips and mental health resources
* Optional: Materials for mindfulness activities

Domestic Violence and Well-Being Workshop

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
* Define domestic violence and its different forms (physical, emotional, sexual, financial).
* List common signs and symptoms of domestic violence in adults and children.
* Recall key resources and support options available for victims.
1. **Understanding (Explain Concepts and Impact):**
* Explain the dynamics of power and control in abusive relationships.
* Describe the cycle of violence and how it affects victims.
* Discuss the emotional and psychological impact of domestic violence on adults and children.
1. **Applying (Use Knowledge in Real-life Contexts):**
* Identify signs of domestic violence in workplace scenarios and case studies.
* Practice responding to disclosures of domestic violence with empathy and appropriate support.
* Demonstrate how to refer colleagues to available resources while maintaining confidentiality.
1. **Analyzing (Break Down and Examine Relationships):**
* Compare the different types of domestic violence and their impact on victims.
* Analyze the connection between domestic violence and mental health challenges such as post-traumatic stress disorder, anxiety and depression.
* Differentiate between supportive and inappropriate responses to victims of domestic violence.
1. **Evaluating (Assess and Justify Decisions):**
* Assess the effectiveness of different support strategies for victims.
* Critique workplace policies on domestic violence and suggest improvements.
* Justify the importance of self-care for those supporting victims of domestic violence.

## Workshop Structure and Activities

### Introduction: Setting the Stage

* *Objective: Build awareness and set expectations for the session*
* Why domestic violence awareness is crucial in workplace settings.
* Workshop objectives and the importance of addressing domestic violence.
1. **Session 1: Defining Domestic Violence**
Objective: Define domestic violence, its types and power dynamics
	* Interactive Presentation: Define domestic violence and its different forms
	* Discussion: Explore power and control dynamics in abusive relationships and the cycle of violence.
2. **Session 2: Identifying Signs and Symptoms**
*Objective: Recognize and identify signs of domestic violence in adults and children.*
	* Group Discussion: Identifying physical, emotional and behavioral indicators of domestic violence.
	* Case Study Analysis: Reviewing real-world scenarios and recognizing red flags.
	* Role-Playing Activity (Optional): Practicing responses to potential disclosures from a colleague.
3. **Session 3: Impact on Mental Health and Well-Being**
*Objective: Understand the psychological effects of domestic violence on victims*
	* Discussion: How domestic violence affects mental health.
	* Exploration Activity: The impact of domestic violence on children’s emotional and psychological development.
4. **Session 4: Resources and Support Strategies**
*Objective: Learn about available resources and effective ways to support victims.*
	* Presentation: Information on local domestic violence shelters, hotlines and legal advocacy.
	* Discussion: Safety planning and ethical considerations when offering support.
	* Problem-Solving Activity: How to refer a colleague to resources while maintaining confidentiality.
5. **Session 5: Self-Care for Supporters and Advocates**
*Objective: Develop self-care strategies to prevent secondary stress and burnout.*
	* Reflection Exercise: Identifying personal stressors when supporting victims.
	* Mini-Workshop: Self-care techniques for emotional resilience.
	* Resource Sharing: Tools and strategies for managing compassion fatigue.

**Wrap-Up and Q&A Session**

*Objective: Provide key takeaways and resources for continued learning.*

Summary: Key insights from the workshop.

Handout Distribution: Signs of domestic violence, support resources and self-care tips.

Q&A Session: Open discussion and clarification of key topics.

Materials Needed

* + Whiteboard or flip chart
	+ Markers
	+ Sticky notes
	+ Handouts with domestic violence signs, resources and self-care strategies
	+ Optional: Role-playing scripts and scenario-based discussion prompts

Self-Care and Team Development Workshop

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
	* Define self-care and explain its importance in workplace success.
	* List self-care strategies that help manage stress and build resilience.
	* Recall key concepts related to teamwork and well-being.
2. **Understanding (Explain Concepts and Impact):**
	* Describe the link between self-care and effective team collaboration.
	* Explain how self-care contributes to reducing burnout and improving productivity.
	* Discuss the connection between self-care, workplace participation, and organizing efforts.
3. **Applying (Use Knowledge in Real-life Contexts):**
	* Identify personal stressors and apply appropriate self-care strategies.
	* Demonstrate effective self-care techniques in workplace situations.
	* Practice techniques for managing stress in high-pressure organizing scenarios.
4. **Analyzing (Break Down and Examine Relationships):**
	* Compare different self-care strategies and evaluate their effectiveness in workplace settings.
	* Analyze how self-care impacts communication, collaboration and teamwork.
	* Differentiate between personal self-care and collective well-being in an organizing environment.
5. **Evaluating (Assess and Justify Decisions):**
	* Assess personal and team-based self-care strategies for their effectiveness.
	* Justify the need for prioritizing self-care in demanding work environments.
	* Evaluate workplace challenges and recommend self-care solutions for teams.
6. **Creating (Generate Solutions and Action Plans):**
	* Develop a personalized self-care plan to enhance resilience.
	* Construct a team-based self-care strategy to improve workplace collaboration.
	* Design an initiative that promotes self-care as a foundation for team development.

## Workshop Structure and Activities

### Icebreaker: Setting the Foundation for Self-Care and Teamwork

*Objective: Build trust and encourage participation.*

* Quick interactive exercise to set a positive tone and create a safe discussion space.
* What does self-care mean to you?
1. **Session 1: Understanding Self-Care in the Workplace**
*Objective: Define self-care and its impact on stress management and resilience.*
	* **Interactive Presentation:** Defining self-care and why it’s essential in workplace success.
	* **Discussion:** The impact of high-stress work environments and burnout.
	* **Reflection Activity:** Identify personal stressors and self-care gaps.
2. **Session 2: Building Strong Teams Through Self-Care**
*Objective: Explore the connection between self-care and effective teamwork.*
	* **Group Discussion:** How self-care leads to better communication, collaboration and empathy.
	* **Case Study Analysis:** Examples of strong teams built on self-care principles.
	* **Brainstorming Activity:** Identifying self-care strategies that benefit both individuals and teams.
3. **Session 3: Self-Care Strategies for Mental Well-Being**
*Objective: Learn and practice self-care techniques in real-world organizing and work settings.*
	* **Workshop:** Evidence-based self-care techniques:
		+ Mindfulness exercises
		+ Time-management strategies
		+ Setting healthy boundaries
	* **Small Group Role-Play:** Managing difficult workplace conversations while prioritizing self-care.
4. **Session 4: Integrating Self-Care into Organizational Culture**
*Objective: Develop self-care strategies that support both individuals and teams.*
	* **Problem-Solving Exercise:** How to maintain self-care in high-stress environments.
	* **Peer Coaching:** Participants share personal experiences and solutions for overcoming self-care challenges.
5. **Session 5: Action Planning for Self-Care and Team Development**
*Objective: Create sustainable self-care and team-based well-being plans.*
	* Personal Reflection: Develop an individual self-care plan.
	* Team Collaboration: Design a workplace self-care initiative.
	* Commitment Activity: Setting actionable self-care goals for workplace success.

**Wrap-Up & Q&A Session***Objective: Provide key takeaways and equip participants with self-care resources*

* **Summary:** Key insights from the workshop.
* **Handout Distribution:** Self-care tips, resources, and planning templates.
* **Q&A Session:** Open discussion for participant questions and reflections.

**Materials Needed**

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with self-care strategies and workplace well-being resources
* Optional: Materials for mindfulness activities

Well-Being and Conflict Resolution Workshop

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
	* Define the connection between effective communication and workplace well-being.
	* List communication skills that contribute to reduced stress and improved collaboration.
	* Identify different conflict resolution styles.
2. **Understanding (Explain Concepts and Impact):**
	* Describe how clear communication in the workplace fosters trust, collaboration and belonging.
	* Explain how effective communication reduces workplace stress and enhances mental health.
	* Discuss the importance of identifying root causes in conflict resolution.
3. **Applying (Use Knowledge in Real-Life Contexts):**
	* Practice active listening and assertive communication techniques in role-playing scenarios.
	* Apply strategies for clear and open communication in workplace interactions.
	* Demonstrate conflict resolution techniques in real-world scenarios.
4. **Analyzing (Break Down and Examine Relationships):**
	* Compare different conflict resolution styles and their outcomes in workplace dynamics.
	* Analyze the root causes of conflicts in case study examples.
	* Evaluate communication breakdowns in workplace situations and identify ways to resolve them.
5. **Evaluating (Assess and Justify Decisions):**
	* Assess the effectiveness of communication strategies in various workplace contexts.
	* Justify the use of specific conflict resolution techniques based on situational needs.
	* Evaluate team dynamics and propose improvements for fostering collaboration.
6. **Creating (Generate Solutions and Action Plans):**
	* Develop personalized strategies for improving workplace communication.
	* Construct a workplace conflict resolution guide tailored to team needs.
	* Design a plan to foster a culture of open communication and collaboration in the workplace.

## Workshop Structure and Activities

### Icebreaker and Introduction

*Objective: Build trust and establish the importance of communication.*

* Interactive icebreaker to encourage participation and build a safe discussion space.
* Workshop objectives and why effective communication is vital for workplace well-being and conflict resolution.
1. **Session 1: Communication and Well-Being***Objective: Explore the link between communication and reduced stress*.
	* Interactive Presentation: The role of effective communication in fostering trust, collaboration and mental health.
	* Discussion: The impact of communication breakdowns on stress levels and workplace relationships.
	* Reflection Activity: Participants share examples of effective and ineffective communication.
2. **Session 2: Developing Communication Skills**

*Objective: Practice active listening and assertive communication.*

* + Workshop:
		- Active listening skills with role-playing exercises.
		- Assertive communication techniques to express needs and concerns effectively.
	+ Group Activity: Brainstorm effective communication strategies for different workplace contexts.
1. **Session 3: Conflict Resolution Strategies**

*Objective: Learn and practice conflict resolution techniques.*

* + Presentation: Overview of conflict resolution styles
	+ Discussion: The importance of identifying the root cause of conflict for effective resolution.
	+ Role-Playing Exercise:
	+ Participants practice conflict resolution techniques:
		- Active listening
		- Finding common ground
		- Proposing solutions
1. **Session 4: Action Planning for Communication and Conflict Resolution**

*Objective: Develop strategies for fostering collaboration and resolving conflicts.*

* + Case Study Analysis: Participants evaluate workplace conflicts and propose solutions.
	+ Team Activity: Develop a conflict resolution guide tailored to team needs.

**Wrap-Up & Q&A Session**
*Objective: Summarize insights and provide resources for continued learning.*

* **Summary:** Review key takeaways from the workshop.
* **Resource Sharing:** Communication skills tips, conflict resolution strategies, and development resources.
* **Q&A Session:** Open discussion and feedback.

Materials Needed

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with communication skills tips and conflict resolution strategies
* Optional: Role-playing scenarios and case study prompts

The Power of ‘Thank You’ Workshop

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
	* Define communication and its role in teamwork.
	* List common communication barriers that impact collaboration.
	* Recall the psychological and social benefits of gratitude in the workplace.
2. **Understanding (Explain Concepts and Impact):**
	* Explain how effective communication strengthens team dynamics and workplace relationships.
	* Describe how expressing gratitude positively impacts morale, trust and productivity.
	* Discuss the connection between communication, gratitude and employee satisfaction.
3. **Applying (Use Knowledge in Real-Life Contexts):**
	* Identify workplace communication challenges and apply strategies to overcome them.
	* Practice active listening, constructive feedback, and gratitude expression in role-playing exercises.
	* Implement techniques for integrating gratitude into daily workplace interactions.
4. **Analyzing (Break Down and Examine Relationships):**
	* Compare the effects of clear versus unclear communication in workplace scenarios.
	* Evaluate the role of gratitude in team motivation and retention.
	* Analyze how communication barriers contribute to workplace conflicts.
5. **Evaluating (Assess and Justify Decisions):**
	* Assess personal communication styles and identify areas for improvement.
	* Justify the importance of fostering a culture of gratitude in the workplace.
	* Critique current workplace communication practices and suggest enhancements.
6. **Creating (Generate Solutions and Action Plans):**
	* Develop a personalized plan for improving workplace communication.
	* Construct a team-based gratitude initiative for improving morale and collaboration.
	* Design a strategy to embed gratitude into workplace culture for long-term impact.

## Workshop Structure and Activities

Icebreaker and Introduction: The Role of Communication and Gratitude

*Objective: Build trust and introduce key themes.*

* Participants share a recent experience where communication or gratitude influenced a team project.
* Why do communication and gratitude matter in workplace settings?
1. **Session 1: Communication and Teamwork**
*Objective: Define communication’s role in teamwork, and identify common barriers*

	* **Interactive Presentation:** The fundamentals of effective communication in teams.
	* **Discussion:** How communication builds trust and collaboration.
	* **Case Study Activity:** Participants analyze a workplace scenario where communication either strengthened or weakened a team’s success.
2. **Session 2: The Power of “Thank You”**
*Objective: Explore the impact of gratitude on workplace morale and team dynamics.*
* **Presentation:** The psychological and social benefits of expressing gratitude at work.
* **Discussion:**
	+ How gratitude fosters employee satisfaction and reduces workplace stress.
	+ Real-life examples of how gratitude-focused cultures improve teamwork.
* **Reflection Activity:** Participants identify ways they have received or given gratitude in the workplace.
1. **Session 3: Practical Communication Strategies**
*Objective: Develop and practice effective communication techniques.*
* **Group Discussion:** Strategies for improving workplace communication in different contexts:
	+ Team meetings
	+ One-on-one conversations
	+ Conflict resolution
* **Role-Playing Exercises:**
	+ Active listening and providing constructive feedback.
	+ Expressing gratitude effectively in professional settings.
1. **Session 4: Teamwork and Gratitude in Action**
Objective: Develop practical ways to incorporate gratitude into workplace culture.
* **Team Activity:** Small groups brainstorm ways to integrate gratitude into daily teamwork.
* **Commitment Exercise:** Each participant identifies one communication or gratitude practice they will implement in their workplace.

**Wrap-Up and Q&A Session**
*Objective: Reinforce key learnings and provide resources for continued development.*

* **Summary:** Recap of communication strategies and the power of gratitude.
* **Resource Sharing:** Handouts on effective communication techniques and gratitude-building exercises.
* **Q&A Session:** Open discussion and feedback.

Materials Needed

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with communication strategies and gratitude tips
* Optional: Scenarios for role-playing activities

Collective Care Building

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
* Define collective care and explain its importance in workplace and community settings.
* List the key elements of a strong sense of community in professional and personal environments.
* Identify the benefits of collective care for mental well-being and workplace morale.
1. **Understanding (Explain Concepts and Impact):**
* Explain how collective care fosters resilience, trust and collaboration.
* Discuss the connection between individual well-being and community well-being.
* Describe how mutual support and collective responsibility create healthier work environments.
1. **Applying (Use Knowledge in Real-Life Contexts):**
* Identify workplace challenges that can be alleviated through collective care.
* Practice techniques for fostering a supportive and inclusive team culture.
* Implement strategies for improving group well-being and team cohesion.
1. **Analyzing (Break Down and Examine Relationships):**
* Compare individualistic versus community-centered workplace cultures.
* Analyze the impact of collective care on productivity, morale and retention.
* Evaluate current workplace practices, and identify gaps in collective care-building.
1. **Evaluating (Assess and Justify Decisions):**
* Assess the effectiveness of collective care strategies in workplace settings.
* Justify the need for prioritizing community-building initiatives in professional environments.
* Critique existing team dynamics and suggest improvements to enhance inclusivity and support.
1. **Creating (Generate Solutions and Action Plans):**
* Develop a workplace or community initiative that fosters a sense of collective care.
* Construct team-based strategies to encourage mutual support and emotional well-being.
* Design an action plan for integrating collective care into organizational culture.

## Workshop Structure and Activities

Icebreaker: What Does Community Mean to You?
*Objective: Build trust and set the foundation for collective care.*

* Participants share personal experiences of when they felt a strong sense of community.
* Exploring the different ways community and collective care manifest in various settings.
1. **Session 1: Defining Collective Care and Community Building**
*Objective: Understand the fundamental principles of collective care.*
* **Interactive Presentation:**
	+ What is collective care?
	+ Why does having a sense of community matter in workplace settings?
* **Group Discussion:** How collective care differs from self-care and why both are important.
1. **Session 2: The Benefits of a Strong Workplace Community**
*Objective: Analyze the impact of collective care on well-being, collaboration and productivity.*
* **Presentation:**
	+ The psychological and social benefits of workplace community-building.
	+ How collective care reduces burnout, stress and isolation.
* **Reflection Activity:** Participants assess their workplace culture and identify areas for improvement.
1. **Session 3: Collective Care in Action**
*Objective: Develop practical ways to foster community and support in workplace settings.*
* **Small Group Activity:**
	+ Identify workplace challenges that could be addressed through collective care.
	+ Brainstorm solutions to integrate collective well-being into workplace culture.
* **Role-Playing Exercises:**
	+ Practicing empathy-based communication in team settings.
	+ Active listening and support strategies in real-life workplace scenarios.
1. **Session 4: Strategies for Fostering a Sense of Community**
Objective: Explore and create initiatives to strengthen collective care.
* **Case Study Analysis:** Examples of organizations that successfully built strong community-driven cultures.
* **Group Brainstorm:** Developing workplace initiatives that enhance team support, trus, and inclusivity.
* **Action Plan Development:** Each participant or team drafts a plan for implementing collective care practices in their workplace.

**Wrap-Up & Q&A Session**
*Objective: Reinforce key takeaways and encourage ongoing community-building efforts.*

* **Summary:** Review of the workshop’s key insights.
* **Resource Sharing:** Handouts with practical strategies, tools and additional learning materials.
* **Q&A Session:** Open discussion for sharing ideas and addressing concerns.

Materials Needed

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with collective care strategies and community-building tips
* Optional: Case study examples and role-playing scripts

Rights to Love LGBTQIA+ Individuals

* **Target Audience:** Individuals in workplace settings
* **Duration:** one to four hours depending on need

## Workshop Objectives

1. **Remembering (Recall Basic Knowledge):**
* Define LGBTQIA+ identities and key terminology related to gender and sexual orientation.
* List fundamental LGBTQIA+ rights and legal protections in the workplace.
* Identify historical milestones in the fight for LGBTQIA+ equality and recognition.
1. **Understanding (Explain Concepts and Impact):**
* Explain the significance of inclusivity and equal rights for LGBTQIA+ individuals.
* Describe common challenges LGBTQIA+ individuals face in professional and personal environments.
* Discuss the impact of discrimination, microaggressions and bias on LGBTQIA+ employees.
1. **Applying (Use Knowledge in Real-life Contexts):**
* Recognize workplace situations where LGBTQIA+ individuals may face discrimination or exclusion.
* Practice strategies for allyship and fostering an inclusive workplace for LGBTQIA+ individuals.
* Implement inclusive language and behaviors that promote respect and belonging.
1. **Analyzing (Break Down and Examine Relationships):**
* Compare inclusive and non-inclusive workplace cultures and their effects on employee well-being.
* Analyze the role of workplace policies in supporting or hindering LGBTQIA+ rights.
* Evaluate the impact of allyship and advocacy in creating safe spaces for LGBTQIA+ employees.
1. **Evaluating (Assess and Justify Decisions):**
* Assess workplace inclusivity and identify areas for improvement.
* Justify the importance of policies that protect LGBTQIA+ rights and promote equity.
* Critique organizational culture and propose recommendations for increased LGBTQIA+ inclusion.
1. **Creating (Generate Solutions and Action Plans):**
* Develop a workplace initiative that promotes LGBTQIA+ inclusion and equality.
* Construct strategies for responding to discrimination and fostering allyship.
* Design an action plan for integrating LGBTQIA+ rights and advocacy into organizational culture.

## Workshop Structure and Activities

Icebreaker: What Do Love and Inclusion Mean to You?

*Objective: Build trust and set the foundation for open discussion.*

* + Participants share words or phrases that define love, inclusion and respect.
* How does inclusivity in the workplace impact personal and professional well-being?
1. **Session 1: Understanding LGBTQIA+ Identities and Rights***Objective: Define LGBTQIA+ identities, rights and workplace protections.*
* **Interactive Presentation:**
	+ Overview of LGBTQIA+ identities and key terminology.
	+ Understanding LGBTQIA+ rights: past, present and future.
* **Group Discussion:** Workplace experiences and challenges faced by LGBTQIA+ employees.
1. **Session 2: The Impact of Inclusion and Discrimination**
*Objective: Analyze the workplace experiences of LGBTQIA+ individuals.*
* **Presentation:**
	+ The effects of discrimination, bias and microaggressions on LGBTQIA+ employees.
	+ The role of workplace culture in promoting or hindering inclusion.
* **Case Study Analysis:** Workplace scenarios highlighting inclusive and non-inclusive environments.
1. **Session 3: Strategies for LGBTQIA+ Inclusion and Allyship***Objective: Develop practical ways to support LGBTQIA+ colleagues and foster an inclusive environment.*
* **Workshop:**
	+ How to use inclusive language in professional settings.
	+ Strategies for being an LGBTQIA+ ally in the workplace.
* **Role-Playing Exercise:**
* Responding to discrimination, bias or microaggressions effectively.
1. **Session 4: Building a Workplace That Celebrates Love and Equality**
*Objective: Develop initiatives that support LGBTQIA+ employees and their rights to love.*
* **Group Brainstorm:** What policies and practices promote LGBTQIA+ inclusivity?
* **Team Activity:** Create an LGBTQIA+ workplace support initiative.

**Wrap-Up and Q&A Session**
*Objective: Reinforce key takeaways and encourage ongoing LGBTQIA+ advocacy.*

* **Summary:** Review of LGBTQIA+ rights, inclusion strategies and the role of allyship.
* **Resource Sharing:** Handouts on LGBTQIA+ rights, support networks, and allyship guides.
* **Q&A Session:** Open discussion for sharing insights and addressing questions.

Materials Needed

* Whiteboard or flip chart
* Markers
* Sticky notes
* Handouts with LGBTQIA+ rights, allyship strategies and workplace inclusivity tips
* Optional: Role-playing scenarios and real-world case studies

