



Education
Healthcare
Public Services

> AFT Health Issues

Wellness & Wellbeing Training Portfolio

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Contents

Mental Health and Well-Being Workshop	3
Workshop Objectives	3
Workshop Structure and Activities	4
Icebreaker: Creating a Safe Space.....	4
Domestic Violence and Well-Being Workshop	7
Workshop Objectives	7
Workshop Structure and Activities	9
Introduction: Setting the Stage	9
Self-Care and Team Development Workshop.....	11
Workshop Objectives	11
Workshop Structure and Activities	12
Icebreaker: Setting the Foundation for Self-Care and Teamwork.....	12
Well-Being and Conflict Resolution Workshop.....	15
Workshop Objectives	15
Workshop Structure and Activities	17
Icebreaker and Introduction	17
The Power of "Thank You" Workshop	18
Workshop Objectives	19
Workshop Structure and Activities	21
Collective Care Building	23
Workshop Objectives	23
Workshop Structure and Activities	25
Rights to Love LGBTQIA+ Individuals	26
Workshop Objectives	26
Workshop Structure and Activities	28

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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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

2. 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.

3. 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.

4. 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.

5. 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.

1. 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.

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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.

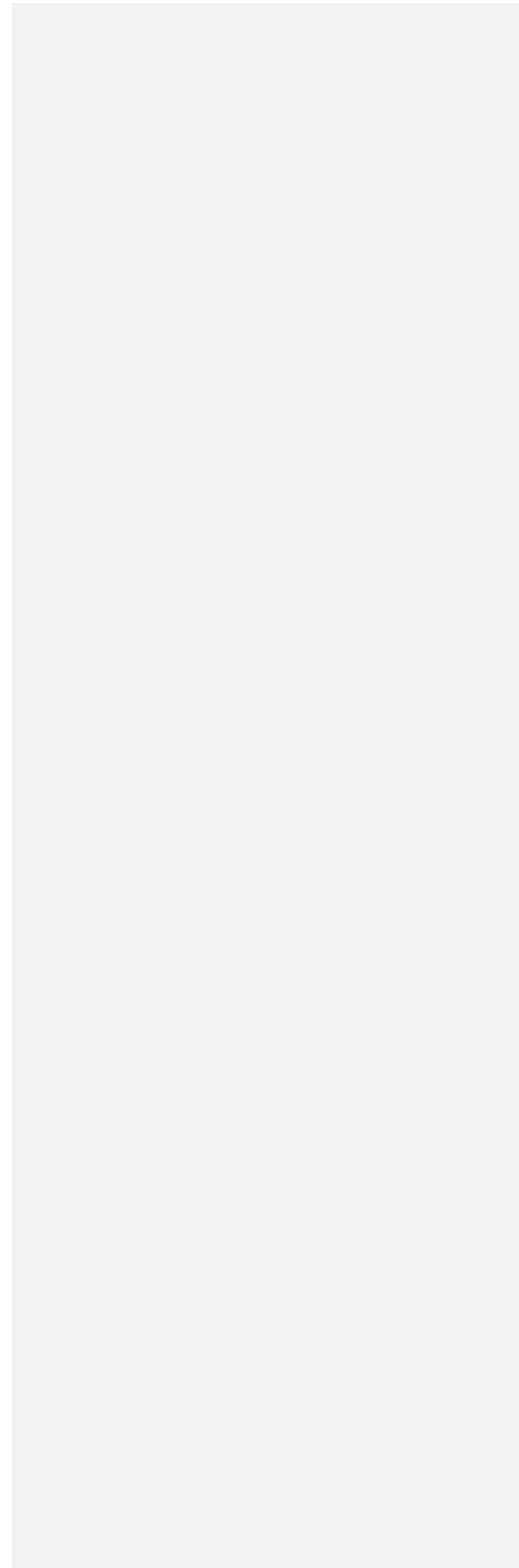
Wrap-Up & Q&A Session

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.

3. 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

4. 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.

3. 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.

4. Session 4: Teamwork and Gratitude in Action

Objective: Develop practical ways to incorporate gratitude into workplace culture.

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- **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

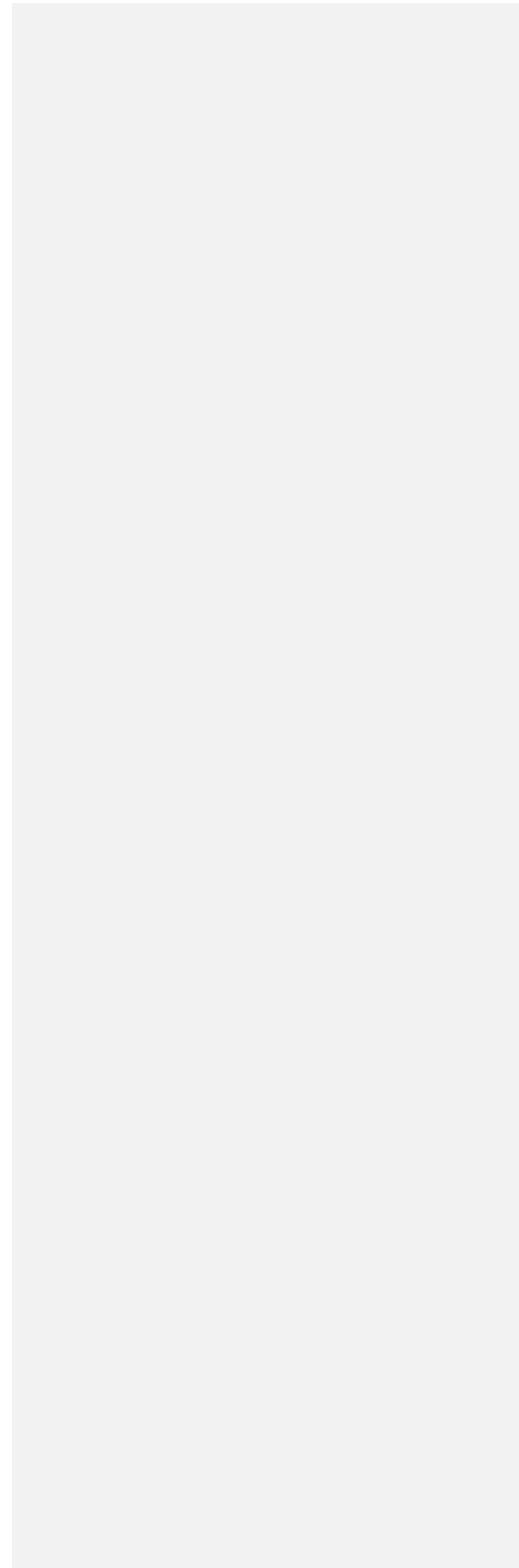
- **Target Audience:** Individuals in workplace settings
- **Duration:** one to four hours depending on need

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.
- 2. 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.
- 3. 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.
- 4. 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.
- 5. 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.

6. 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.
 2. **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.
 3. **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.
 4. **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.

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- **Group Brainstorm:** Developing workplace initiatives that enhance team support, trust, 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.
- 2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

2. 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.

3. 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.

4. 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.

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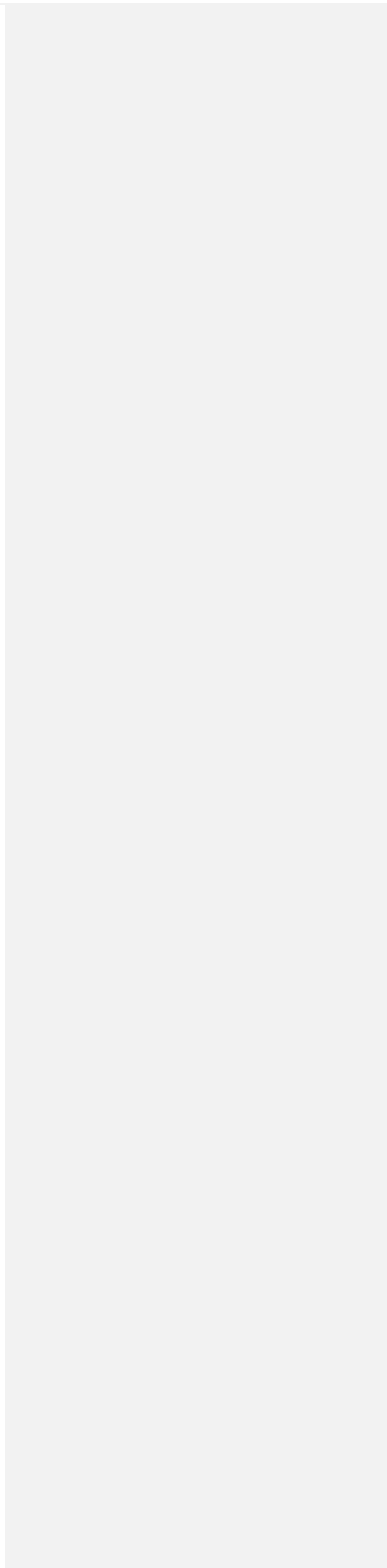
Wrap-Up and Q&A Session

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



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