

LGBTIQ+ Inclusive Organisations

The Queensland Council for LGBTI Health's (QC) Training and Development Program has been providing professional development alongside practical support to health, education and community services in Queensland since 2005. Standard QC training and development professional development packages are available. In addition, organisations can engage the QC training and development team to design and tailor education packages specific to unique workplaces and sector needs. QC continues to develop resources to support organisations to provide LGBTIQ+ Sistergirl and Brotherboy responsive and affirming services. QC training and development program also offers guest presentations that cover a range of topics related to LGBTIQ+ Sistergirl and Brotherboy people and communities experiences.

QC consultancy service has been operating since 2012. QC consultancy service offers intensive support for organisations seeking to create and maintain diverse, equitable and inclusive workplaces for LGBTIQ+ Sistergirl and Brotherboy consumers and employees. QC consultancy service also offers support and guidance for organisations working towards the Rainbow Tick LGBTI Accreditation. QC consultancy includes support for organisations in a range of areas, from policies and procedures, affirming practice, marketing, forms and intake procedures, workforce development, staff surveys, reference groups, community engagement and broader organisational culture and environmental considerations.

To discuss your consultancy and training needs contact our training team members at training@qc.org.au.

To book training, please complete the form by following the link: <https://bit.ly/QCTRAIN>



FREE LGBTIQ+ Sistergirl and Brotherboy

Training for the Aged Care Sector

Some examples of how we can support organizations include



Organizational Capability

- Reviewing current levels of inclusive practice & service materials.
- Assessing staff knowledge & skills.

Structural Change

- Establishing LGBTIQ+ Sistergirl & Brotherboy advisory groups.
- Crafting Policies.
- Re-designing intake forms & records management & developing processes.
- Conduct inclusive practice audits & work closely with senior management to develop & map out a work plan.

Sustainable Change

- Educating the governance body or executive on the work that has been mapped out & the next steps to take.
- Develop annual reviews, self audits & establish formal networks.
- Support to implement reporting processes into reports to be transparent about work.

Discuss your organisations requirements!

Inclusive Practice Support for the Queensland Aged Care Sector

Support for aged care services and their staff to understand:



- The unique needs & lived experiences of LGBTIQ+ Sistergirl & Brotherboy seniors and elders.
- How to meet the needs of LGBTIQ+ Sistergirl & Brotherboy seniors and elders using a trauma informed approach.
- Application of the Aged Care Quality Standards in their practice.
- How to embed LGBTIQ+ Sistergirl & Brotherboy inclusive practice in their workplace.

4 hour sessions. Online or in person delivery. Prelearning online module. Participant workbook.

Funded by the Australian Department of Health. Developed by LGBTIQ+ Health Australia in partnership with state bodies, the aged care sector and LGBTIQ+ Sistergirl & Brotherboy seniors and elders.

Contact us

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YOUR TRAINING & CONSULTANCY





2Spirits Aboriginal and Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy Affirming Care



2Spirits in partnership with the Queensland Council for LGBTIQ+ Health offer training packages for professionals to improve their capability and confidence to support Aboriginal and Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy people and communities in clinical, non-clinical and community spaces.

2Spirits also offer consultancy to government and non-government agencies to adopt Aboriginal and Torres Strait Islander LGBTIQ+ Sistergirl and Brotherboy affirming practices as core elements of frameworks and policies.

Silver Rainbow Training



Historically, LGBTIQ+ Sistergirl and Brotherboy people have a shared experience of discrimination and prejudice. Many LGBTIQ+ Sistergirl and Brotherboy elders have experienced violence, isolation, and stigma throughout their lives. LGBTIQ+ Sistergirl and Brotherboy elders often do not disclose their identities or histories to services and can remain invisible in the aged care sector and broader community.

The Silver Rainbow LGBTI Aged Care Awareness Training Project is managed by LGBTIQ+ Health Australia and is being delivered collaboratively with project partners across every state and territory in Australia. It is funded by the Department of Health.

Silver Rainbow training will support your organisation to work towards meeting the priorities under the National Aged Care Diversity Framework. The sessions will support aged care services and their staff to understand the needs of LGBTIQ+ Sistergirl and Brotherboy elders, the experiences LGBTIQ+ Sistergirl and Brotherboy older people may have had to date and how people and organisations can influence change and provide LGBTIQ+ Sistergirl and Brotherboy affirming care. Participants will be provided with a certificate on completion of the training.



Trans, Gender Diverse and Non-Binary Affirming Workplaces and Practice



Many Genders One Voice in partnership with the Queensland Council for LGBTI Health have designed and developed training packages for people and organisations supporting Trans, Gender Diverse and Non-Binary people and communities. Trans, Gender Diverse and Non-Binary training and education sessions aim to improve people and organisations capability and confidence to support Trans, Gender Diverse and Non-Binary people and communities in clinical, non-clinical and community spaces. All sessions are able to be tailored to best meet the learning outcomes of individual organisations and sector specific requests.


How2 Training




This package provides 4 comprehensive, full day sessions and ongoing consultancy carried out over 6 months, coaching up to four key personnel from each service as change facilitators within their organisation.

Participants gain insight-through engagement with a range of useful skills, strategies and resources into how to create an inclusive organisation for LGBTIQ Sistergirl and Brotherboy people including clients and staff as well as assisting organisations to gather evidence towards applications for the 'Rainbow Tick', gold standard evidence of genuine LGBTIQ+ Sistergirl and Brotherboy inclusion. Content includes the six standards of the Rainbow Tick:

- Organisational Capability
- Cultural Safety
- Professional Development
- Consumer Consultation
- Disclosure and Documentation
- Access and Intake Procedures.



Introduction to LGBTIQ+ Sistergirl and Brotherboy Affirming Practice



This half day training session will provide participants with information on:

- LGBTIQ+ Sistergirl and Brotherboy identities and experiences
- The impact of discrimination on LGBTIQ Sistergirl and Brotherboy people and communities
- LGBTIQ+ Sistergirl and Brotherboy affirming practice
- LGBTIQ+ Sistergirl and Brotherboy responsive organisations

Guest Speaking



Guest speaking requests cover a variety of topics related to LGBTIQ+ Sistergirl and Brotherboy people and communities. Guest speaking presentations are often one to two hour speaking engagements where the session objectives and outcomes will be determined by the requesting person and/or organisation.

Get in touch!



For further information about training and consultancy opportunities and to discuss your specific requirements contact:

A member of the Training and Development team
on training@qc.org.au

