

HOW2 Program

Embedding LGBTIQ+ inclusive practice in your organisation
(7 x 3 hours interactive webinars)

Aim

The **HOW2 Program** guides participating organisations through a series of practical steps to help them develop and begin to implement a plan for inclusive practice specific to their organisation. Completing the HOW2 can assist organisations in gaining Rainbow Tick accreditation, however participating organisations do not have to apply for the Rainbow Tick and the **HOW2 Program** is suited to any organisation looking to embed LGBTIQ+ inclusion in a sustainable way.

Program Details

Designed around the six national standards that make up the Rainbow Tick this group program involves a series of seven online interactive webinar sessions that coach participants through practical steps in embedding LGBTIQ+ inclusive practices in their organisation. Each 3-hour webinar session covers a particular Rainbow Tick standard through interactive, engaging video content, small group work and practical activities designed to help participants build their LGBTIQ inclusive plans and programs, session by session. The sessions are spaced approximately two to three weeks apart and will take approximately 4 months to complete, with participants completing some pre-session tasks in their workplace with guidance from **HOW2 Program** trainers.

In addition to the seven live webinar sessions, each participant will also receive free login access to Rainbow Health Australia's 3-hour online training module **Introduction to LGBTIQ Inclusive Practice**, a self-paced course to be completed prior to attending the seven live webinar sessions.

Objectives

By equipping participants with the skills and strategies they need to transform their workplace's LGBTIQ inclusive capabilities at a systemic level, the HOW2 is truly the only program of its kind.

During this training participants will:

1. Gain an understanding of the common experiences of homophobia, transphobia, biphobia and intersex prejudice and heteronormativity within services and organisations, and the impacts these have on the health & wellbeing of LGBTIQ people.
2. Be introduced to a variety of relevant frameworks and strategies to improve cultural safety for LGBTIQ staff and consumers at their organisation
3. Practice embedding LGBTIQ inclusive organisational strategies within their organisation with the ability to consult the HOW2 training team during this time for guidance.

Term 1, 2023 dates

Session	Date	AEDT Melbourne, Sydney, Hobart, Canberra	AWST Perth	ACDT Adelaide	ACST Darwin	AEST Brisbane
Foundational webinar	Thurs 9 th March	11am - 3pm	8am - 12pm	10:30am - 2.30pm	9:30am - 1.30pm	10am - 2pm
Standard 1 Organisational Capability	Thurs 23 rd March	11am - 2.30pm	8am - 11:30am	10:30am - 2.30pm	9:30am - 1.30pm	10am - 2pm
Standard 2 Workforce Development	Thurs 6 th April	11am - 2.30pm	9am - 12:30	10:30am - 2pm	10:30am - 2pm	11am - 2.30pm
Standard 3 Consumer Participation	Thurs 27 th April	11am - 2.30pm	9am - 12:30	10:30am - 2pm	10:30am - 2pm	11am - 2.30pm
Standard 4 – Welcoming and Accessible	Thurs 11 th May	11am - 2.30pm	9am - 12:30	10:30am - 2pm	10:30am - 2pm	11am - 2.30pm
Standard 5 - Disclosure and Documentation	Thurs 1 st June	11am - 2.30pm	9am - 12:30	10:30am - 2pm	10:30am - 2pm	11am - 2.30pm
Standard 6 – Culturally Safe and Acceptable Services	Thurs 22 nd June	11am - 2.30pm	9am - 12:30	9am - 2pm	10:30am - 2pm	11am - 2.30pm

Details

Costs: \$990 (+GST) per participant

Who should attend: Minimum 2 participants per organisation (to attend all sessions). Participants should generally have management-level responsibility for areas including quality, accreditation, service design, evaluation, diversity, engagement etc.

Location: Online via Zoom

“The webinars were interactive, moving from small group discussions to the larger group and then into didactic mode with powerpoint presentations- it was essentially like being in a training room or as close as you will get!” - Past participant