

ProDiversity

New & updated trainings offer 2018

Overview

- We cooperate with various companies to introduce changes on an organisational level and to support implementation of equality policies, by providing trainings i.e. on the following topics:
 - discrimination in the workplace
 - legal and social situation of LGBT people
 - diversity management in the workplace
 - business case for LGBT workplace inclusion
- For bigger audiences we also provide some quasi-lectures and seminars.

How we work?

- Each training is preceded by the needs assessment of a company / team. Based on the results, we design a training offer tailored to the individual situation of the corporation / company, in order to maximize the positive change in the organization.
- After each and every training session we provide an on-line evaluation form.
- Some trainings are followed by a special written report provided to the responsible unit in your organisation.

Team assessment

Workshop or training

Follow-up evaluation

How we work?

- It takes **time and cooperation** to organise a good training. We are ready for that. You will need to appoint person-of-contact who will shape the workshop with us.
- **Confidentiality** is very important to us. Some organisations want to share their training evens with the world, some don't. We respect that. And we are ready to promote your participation via social media or press release if needed. But we never share the outcomes of the trainings or any information gained during the training with the outside world.

Calendar

- It's always good to connect the LGBT workshops with some other events planned in your organisation.
 - Diversity Week
 - Employee Resource Groups' Day
- It's also a good idea to match the date of the workshops with some international or national events regarding LGBT community.
 - Pride marches in different cities in Poland
 - International events (see the next page)

Calendar (selected dates)

- 31st March – International Transgender Day of Visibility
- 26th April – Lesbian Visibility Day
- 27th April – Day of Silence
- 6th May – International Family Equality Day
- 17th May – International Day Against Homophobia, Transphobia and Biphobia
- 22nd May – Harvey Milk Day
- 28th June – Stonewall Riots Anniversary
- September – Bisexual Awareness Week (starts on 16th September)
- 8th October – International Lesbian Day
- 11th October – Coming Out Day
- 10th December – Human Rights Day

Why us?

18 trainers

- Professional coaches and trainers
- People chosen specifically to each workshop topic

94,5 years

- Total professional experience of our trainers
- Guarantee of quality

71 topics

- Last 4 years we've organised over 70 different trainings
- Each and every one is tailored for team and situation.

5,31 points

- Average mark for our trainers on scale from 1 to 6.
- We are top experts in D&I topics in Poland.

Training example #01

Why and how to be an ally to LGBT colleagues?

- Objective: To introduce straight employees to concept of being ally and its advantages
- For whom: employees (max 25 pers.)
- Duration: 4 hours (plus breaks)



Training example #01

Outline:

Uncomfortable diversity
(why is it so hard to
address this issue -
myths and stereotypes)

LGBT against other
elements of diversity

What does it mean to
be an ally to LGBT
community?

How to be an ally?

The benefits and risks
arising from the
implementation of pro-
LGBT policy in a
business context

Best Practices

Do's and Dont's

Q & A

Training example #02

Introduction to diversity management

- Objective: To introduce employees to the concept of diversity and diversity management
- For whom: employees (max 25 pers.)
- Duration: 6 hours (plus breaks)



Training example #02

Outline:

"Identity" - the relation to oneself and one another

Identity and perceptions management

"Stigma" and identity

Discrimination and unequal treatment

Introduction to diversity management

The concept of management

The concept of diversity

What is the diversity management today?

Challenges of diversity management in Poland

Benefits of introducing diversity management

Training example #03

Introduction to LGBT Business Diversity

- Objective: To introduce company to diversity management in the area of LGBT
- For whom: managers (max 12 pers.)
- Duration: 4 hours (plus breaks)



Training example #03

Outline:

Uncomfortable diversity
(why is it so hard to
address this issue -
myths and stereotypes)

LGBT against other
elements of diversity

The benefits and risks
arising from the
implementation of pro-
LGBT policy in a
business context

Key success factors

Best Practices

Do's and Dont's

Marketing / Customer
Segment

Q & A

Training example #04

Diversity management implementation assesment

- Objective: an introduction to the process of implementation / improvement of Diversity Management in the company.
- For whom: company executives (max. 12 pers.)
- Duration: approx. 8 hours (plus breaks)



Training example #04

Outline:

Presentation of the results of research / interviews

Recommendations

Methodology
R.E.S.P.E.C.T.® -
implementation of
diversity policies within
the company

Developing a strategy
and action plan with a
designated team

Developing goals and
the resulting benefits
for the company

The costs of
implementation of the
chosen strategies and
procedures of non-
discrimination

Monitoring and
Reporting

Conclusions (Report of
the Training)

Lecture example #1: Why is diversity important for business?

- **For whom:** all employees
- **Duration:** 2 hours (plus breaks)
- **Outline:**
 - Areas of diversity - introduction
 - Origins of diversity management procedures in a business context
 - Development of diversity management procedures through the years
 - Benefits of the diversity management implementation
 - Do's & don'ts
 - The process of implementation of the diversity procedures (keypoints, time, goals and benefits)
 - Examples / Best Practices



Lecture example #2: Benefits of diversity for employers

- **For whom:** middle and senior managers
- **Duration:** 3 hours (plus breaks)
- **Outline:**
 - Diversity management in the world and in Poland
 - Cultural challenges to diversity management
 - Generation Y and yeppies and diversity management
 - Diversity management in organisation - selected aspects
 - Diversity management in HR strategy

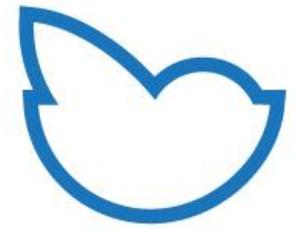


Lecture example #3: Polish LGBT consumers

- **For whom:** middle and senior managers
- **Duration:** 3 hours (plus breaks)
- **Outline:**
 - Social and demographic of polish LGBT consumers
 - LGBT-friendly and homophobic brands in Poland
 - Consumer habits of LGBT community
 - Generation Y and yeppies and diversity management
 - Diversity management in PR strategy



About us



ProDiversity

- Our core team started working on LGBT & workplace issues in 2010. Some of our employees have been doing that for years before. But it was LGBT Business Forum that got us together in 2014. It was the first professional organisation devoted to cooperate with companies on their D&I. For two years we've been building up the momentum to get to the point where we needed to move on and to close it down and create something new. And that's how **Pro Diversity** was created.
- With our experience, wide network of people in different organisations struggling to push the inclusion issues as far as possible and with support from our international friends (i.e. from Stonewall in UK) we were able to re-start our mission. With **fantastic employees, great coaches and workshop facilitators** as well as knowledge gained from business community in Poland we are now changing the organisations to their benefits – to help them become welcoming and open places where everyone can be themselves.

Contact Info

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