

Understanding your LGBT employees

Why does it matter?

According to the latest extensive survey, 11.5% of women and 6.7% of men who are not heterosexual live in the Czech Republic. So it is very likely that sooner or later you will meet someone like that in person. Maybe it will be your friend, acquaintance, or a family member. But it can also be your male or female colleague in the workplace...

Over half of the LGBT (lesbians, gays, bisexual and transgender) Czechs hide their sexual orientation or gender identity at work. The concealing and making up of half-truths about where and with whom they spend weekends is mentally exhausting and restrictive for the employees in the workplace. Through this workshop, we will work together to find ways to support our LGBT employees in their self-acceptance and coming out, contribute to a more comfortable working environment and better performance of the entire team.

How does the workshop work? 4 variable blocks:

1 How many genders are there? (45 min)

An interactive lecture based on facts and research results will help with orientation in the terminology and abbreviations; together we will reveal what type of people are represented by the individual letters and what do they struggle with in their lives.

2 Walking in LGBT shoes (90 min)

You can expect some role-playing and activities full of important, revealing, "I see" moments. What issues and concerns are dealt with by the LGBT people in the workplace? How are they influenced by adolescence, school or family experience? By means of a group game you will find out first-hand. You will better understand the seemingly different world and in addition you will find out interesting things about yourselves, too!

3 Haters gonna hate (45 min)

In order to better understand the LGBT people and the challenges they nowadays have to face, it is good to first look into the past. An interactive journey into European as well as American history will shed light on the key ideas and importance of the LGBT movement.

4 The power of personal story (45 min)

Meet the LGBT person and ask the tricky things quite openly. Find out what topics are okay for the LGBT people and which ones are better avoided. How do they feel when they hear gay and lesbian jokes? How can you yourself ease their functioning in the workplace?

+ BONUS/ Individual consultation (30 min) (Sensitive issues discussed in privacy)

We realize that to some people the LGBT topic may be sensitive or brand new. Each block is at the end concluded by an important reflection of emotions and after the group session we also offer approximately half an hour for individual inquiries to be answered by our experienced lecturers.



11%

were discriminated against at the workplace

47%

goes back to the closet at their first employment

79%

afraid of reactions from colleagues

75%

afraid change of the work environment

51%

of Czech LGBT are not fully out at the workplace

54%

endangering of career prospects

For whom is the workshop intended?

The workshops are meant for anyone in managerial or HR positions, but also for ordinary employees who want to be friendly and fair to their LGBT colleagues and subordinates, or who have various unanswered questions.

What will you gain?



How long does the workshop take?

Our workshops are flexible and **can be customized to the requirements of your team**. The ideal choice is to go through all four blocks, which will help to explore the topics of diversity and inclusion of LGBT people in depth. If you have less time, we will work out how to put together a shorter workshop to best meet your requirements.

For how many people is the workshop intended?

The ideal is a group of 30 people, which provides a comfortable space for questions and interaction. But we can also handle a teambuilding for a group of up to 60 people or include the workshop in the employees' lunch break. We will come to an easy arrangement.

How much does the workshop cost?

The complete workshop which includes four blocks cost CZK 20 thousand. In the case of shorter versions, it depends on the specific block selection, customization, or a further individual arrangement.

For signatories of the **Memorandum Pride Business Forum** we offer discounts as follows:

50%

for Premium Members

15%

for Regular Members

Contact

Tereza Pelechová, education coordinator
tel. 739 320 202, tereza@praguepride.com
www.praguepride.cz | www.pridebusinessforum.com

Who is behind the workshop?



PRAGUE PRIDE



PRIDE BUSINESS FORUM

In its ten years of existence, Prague Pride has become the largest LGBT organization in the Czech Republic. Our vision is for the LGBT people to be able to live well here. To this end, we work with the business segment to promote LGBT equality in the workplace within the **Pride Business Forum** platform, we organize the **Prague Pride Festival**, or lead the initiative **We Are Fair** promoting marriage for all.

"Thank you very much for organizing an excellent workshop. Thanks to the lecturers, the way the workshop was conducted, as well as the materials, our employees have been successfully made familiar with the LGBT topic. Our colleagues have learned a lot of new things and they enjoyed the event very much. I hope this was mutual!"

Ashton Muller, Footshop

Thanks

The employees of these companies participated in the preparation of the workshops. Many thanks for their willing cooperation!



vodafone



innogy