



**Belong To LGBTQ+**  
Youth Ireland

Belong To is delighted to announce a range of engagements opportunities for you and your colleagues this year, including panel speakers, new trainings, and employee events. Our trainings can now be delivered in person, onsite in your offices, or virtually.

Belong To needs your fundraising support this year. We need and want you to stand in solidarity with the LGBTQ+ young people around Ireland currently experiencing feelings of isolation, depression, rejection, and loneliness.

## **\*NEW\* Pro-Nouns Workshop \*NEW\***

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Running time: 45- minutes

Pronouns make everyone in our team feel safe, included, and respected. The words we use every day can be a marker of dignity and respect and pronouns are one way to ensure that we operate in a respectful and inclusive manner in the workplace.

To some the subject of pronouns may seem small or strange, but for those who face daily oppression in our society, it is an integral indicator of inclusion and safety, especially in the workplace.

In this interactive workshop we'll discuss why pronouns are important and how to respect colleagues gender identity without making assumptions. We'll help you identify your own personal pronouns, appropriate ways to communicate them and cover common mishaps that can be avoided.

### **Learning Outcomes**

- What are pronouns and possessive/gendered pronouns
- Why they are important
- Identify your own pronouns
- How to use pro nouns correctly in the workplace, gender neutral language, written communications and discuss other forms of allyship
- How to handle mistakes
- Take home resources

## LGBTQ+ 101

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This topic is a gateway to the LGBTQ+ community, it is designed as a universal introduction to all things LGBTQ+ topics covered include:

- The lived-in experience of LGBTQ+ people today
- LGBTQ+ terminology
- Gender identity and expression, sexual orientation, and biological sex
- The Do's and Don'ts when someone comes out
- Signs of mental ill health
- How to be an ally to the community and build an inclusive workspace
- Where to get help and support

## Ensuring your workplace is Trans inclusive

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Being inclusive to trans, non-binary, and intersex colleagues can be very easy. This practical workshop will equip you and your team with the fundamentals of how to be a trans inclusive workplace, topics covered include:

- Trans identity, transitioning, and coming out
- How to support a trans colleague, friend, or family member
- How to best accommodate a trans staff member in the workplace
- Where to get help and support

## \*NEW\* Panel Speakers \*NEW\*

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Do you want to facilitate a panel discussion this year? We can provide you with expert panellists to join your discussion to bring unique insights and perspectives to any Diversity, Equity and Belonging conversation.

**Limited availability.** Please book as soon as possible.

## Supporting friends and families in their transition

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**Speaker – Aisling Gannon,** Board Member – Belong To

Coming to terms with your gender identity can be a difficult journey as there can be much social stigma. As a parent, friend or colleague it's important to listen and try not to make assumptions – create a space where that person can be honest and open about their gender. Supporting a friend, colleague or loved one throughout this journey comes with its own unique challenges and inspiring rewards.

Aisling Gannon, proud mother of a trans young person, shares her story and advice for anyone wanting to support a family member, loved one or colleague who is coming to terms with their gender identity.

Virtual Availability slots: 8.30-9.30am

In Person Availability slots: - 5pm/6pm/7pm or later.

## Allyship

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**Speaker – Moninne Griffith, CEO, Belong To**

What does it mean to be an LGBTQ+ ally in Ireland today? What can we do as individuals to show our support and to help create inclusive workplaces, schools, services, and a fair society?

Moninne Griffith has been at the forefront of Irish equality campaigning for many years, as the Director of Marriage Equality and as CEO of Belong To. In this panel we'll discuss the importance of strong allyship to the LGBTQ+ community and ways, both big and small that we can all show our support and stand of equality.

## Attracting Diverse Talent

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**Speaker – Moninne Griffith, CEO BELONG TO**

Our workplaces are rapidly changing worldwide. Not just where we work from, but how we work. As more people change career paths in this time of flux and the job market becomes more diverse than ever, what can we do to attract the best possible people to our teams and in doing that, reflect the world we live in today.

Belong To CEO Moninne Griffith, is an inspirational leader. After spending 8 years as Director of Marriage Equality, Moninne is acutely aware of the needs and challenges of the LGBTQ+ community in Ireland today. She will be discussing the challenges and rewards of attracting and retaining diverse talent.

## Other Panel Topics available

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**Speaker: Caroline Flynn**, Partnerships and Engagement Manager, BeLong To

- Key Challenges faced by the LGBTQ+ Community
- Coming Out
- Importance of D&I Committees

## Online Workplace Diversity Training

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BeLonG To is hugely excited to launch its LGBTQ+ Inclusive Workplace Training – **the first of it's kind in Ireland.**

The aim of this training is to support people working in corporate environments to understand LGBTQ+ issues, have a better understanding of modern forms of discrimination and how we as individuals and companies may be partaking in these despite our own efforts.

Delivered through a mix of engaging videos, quiz topics and the training booklet, participants can complete the training in a one-hour block or complete it in stages at their own pace.

**PRIDE BINGO**

**hosted by Mr Phil.T**

Celebrate in style and engage your workforce to play **BINGO** hosted the much-loved Drag King Mr Phil. T Gorgeous! Get your colleagues to wear their brightest colours and celebrate as an organisation with his fun and engaging event. You can play one (45 mins) or two (90 mins) games of bingo!

## What's included?

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- Host Mr Phil. T
- Virtual Bingo Card for all participants
- Bingo Technology to play
- Support staff to run the game with Mr Phil. T!
- Extra games for spot prizes during the bingo

- Update on the work of BeLonG To and the current lived experiences within the community.

**Suggested Donation:** of €1000 - €2000 which will go directly to supporting LGBTQ+ Young people in Ireland.

**BOOK TODAY**

There is limited availability for these fun and engaging fundraising packages. Email [chris@belongto.org](mailto:chris@belongto.org) or call 01 6706219 to start planning how your organisation can get involved.

