

Sample Workshop Programme



"Enabling educators to become aware of the real-life challenges faced by the target group and leading the educators towards setting personal learning objectives."

This document suggests a structure for delivering a 1-day training to educators (VET or Adult Educators) to raise their awareness of LGBTQIA+ issues and to equip them with knowledge and practical skills to foster inclusivity, manage conflicts, and support diverse learners.



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the European Union**



Whole-Day Training Workshop Programme

Target Group: Teaching and administrative staff from high schools, VET, and adult education providers

Duration: 7 hours (including breaks)

Goals: Provide an in-depth understanding of LGBTQIA+ identities, intersectionality, inclusivity, and conflict resolution, with ample opportunities for hands-on activities, discussions, and skill-building.

Time	Session title	Description
09:00 – 09:15	Greeting and introduction	Welcome words, agenda overview, introduction to the UNIQUE project and its objectives.
09:15 – 10:15	Module 1: Understanding LGBTQIA+ Identities in Education	Overview of key concepts, inclusive language, life realities of LGBTQIA+ individuals, EU context.
	Suggested interactive activity with participants - examples	1. LGBTQIA+ Terminology Match Objective: Familiarize participants with key LGBTQIA+ terms and definitions. Instructions: Provide participants with a set of cards—half containing LGBTQIA+ terms (e.g., "non-binary," "pansexual") and the other half containing definitions. Ask them to match the terms with the correct definitions, then review together. 2. Language Awareness Challenge Objective: Improve awareness of inclusive and accurate terminology. Instructions: Give participants common outdated phrases (e.g., "sexual preference" instead of "sexual orientation"). Ask them to suggest more inclusive alternatives. 3. True or False? Objective: Debunk myths and provide facts about LGBTQIA+ realities in education and EU policies. Instructions: Present quick statements (e.g., "Being LGBTQIA+ is illegal in some EU countries"). Participants vote if they think it's



Time	Session title	Description
		true or false. Reveal answers with short explanations.
10:15 – 11:15	Module 2: Intersectionality in Education	Exploring complex identities, intersectional discrimination, implications for inclusive teaching.
	Suggested interactive activity with participants - examples	1. The power flower reflection activity Objective: Exploring intersectional identities Instructions: Consider each element of social justice identity, and on the outside flower petal, indicate the nature of the dominant social group for this category (for example, in the category of race, White is likely to be the dominant group). Then, on the inside flower petal, indicate your personal identification for the given category. 2. Oppression Objective: reflecting on the situation in your own country Instructions: Think about the categories for the various types of oppression listed by Iris Marion Young. Which do you think is the most common in the country you live in? 3. forms of discrimination objective: identify different forms of discrimination Instructions: Choose words that identify a form of discrimination. - ability - pansexuality - ableism - racism - ageism - secularism - aromanticism - self-determination - islamophobia - sexism - minority - transphobia
11:15 – 11:30	Coffee Break	

Time	Session title	Description
11:30 – 12:30	Module 3: Creating Inclusive Learning Environments	Practical strategies for inclusion, inclusive materials, safe spaces, needs assessment tools.
	Suggested interactive activity with participants - examples	
12:30 – 13:30	Lunch Break	
13:30 – 14:30	Module 4: Classroom Management & Conflict Resolution	Pre-emptive strategies, institutional support, handling incidents, becoming active allies.
	Suggested interactive activity with participants - examples	
14:30 – 15:15	Toolkit Showcase: Diversity Ambassador's Tools	Presentation of the UNIQUE Toolkit: communication guide, organisational strategies, training tools.
	Suggested interactive activity with participants - examples	
15:15 – 15:45	Interactive Activity & Reflection	Group work or quiz to reinforce learning; sharing experiences and action planning.
15:45 – 16:00	Closing & Certificates	Summary, final remarks, distribution of certificates, feedback forms.