

Trans and gender diversity 101 Course

Enhancing Inclusive Workplaces



 **Empower your organization** with comprehensive insights into gender diversity and effective allyship.

*Request this training
for my organization*

Why is this course important?

Trans and gender diverse individuals are chronically left behind in global health and human rights services and programs. There is a lack of trans-informed and trans-led consolidated resources on which various stakeholders can build relevant services and programs. To address this issue, GATE has developed a *Trans and Gender Diversity 101* online course.

- ✦ **For organizations:** transform your work culture, get higher employee satisfaction & ensure compliance with Diversity, Equity, and Inclusion (DEI) standards.
- ✦ **For Social Impact:** promote equality for all, reduce workplace discrimination & increase human-centered values of respect and inclusion

What will you learn?

You will **understand gender diversity and terminology** and clarify concepts such as sexual orientation, gender identity & expression and sex characteristics to foster respect, understanding and inclusivity in your workplace, improving programming and services inclusivity.

You will have a better **understanding of the community needs and priorities** of trans and gender diverse people around the world, as well as concrete recommendations on how to be an ally.

Created by trans, about trans!

The *Trans and Gender Diversity 101* is an easy-to-navigate, self-paced online course divided into 5 modules.

Module 1

- Understanding Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics
- Sex Assigned at Birth vs Gender Identity and Expression
- Gender Diversity Terms and Terminology
- Pronouns and Language
- The Importance of Self-Identification

Module 2

- Gender Diversity Around The World
- Recognizing Ancestral and Pre-Colonial Gender Diversity
- Understanding Intersectionality

Module 3

- Stigma and Discrimination
- Human Rights Based Approaches
- Legal Gender Recognition
- Public Health Disparities
- Anti-Gender Movements

Module 4

- Allyship
- Strategies for the Public Health Workforce
- Strategies for International Development and Human Rights Mechanisms

Module 5 (Optional)

- In-person or virtual live workshop**
- Delivered by GATE staff and partners to refresh all knowledge gained. Includes interactive sessions with trans and gender diverse people with Q&A.

Transforming organizations for impact!

Course Benefits & Organizational Impact

Learn at your own pace

Self-paced learning suitable for diverse professional backgrounds and sectors.

Empower Your Team

Real-world scenarios encourage unbiased reflection and application of gender diversity lens across both cultural and structural dimensions of an organization.

Improve your DEI performance

Align your organization's values and enhance your reputation as an equal opportunities employer.

Transform your organization now!



Request this training for my organization

Contact us: info@gate.ngo