



## SILVER RAINBOW DIVERSITY AND INCLUSION TRAINING AND CONSULTING

COTA SA's Silver Rainbow Training & Consulting Team helps organisations to understand better the needs of their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI+) clients through a focus on diversity and inclusion training and organisational development.

## COMMUNITY OF PRACTICE

COTA SA's Silver Rainbow Community of Practice is for anyone who works in, or is interested in, the aged care sector. Join us to share questions and observations and discuss issues relating to providing services and care to LGBTI+ people aged 50+. This is a free service.

Silver Rainbow is managed by LGBTIQ+ Health Australia and funded by the Australian Government Department of Health. COTA SA is the South Australian partner of this program which is delivered collaboratively with partners across Australia.

## OUR TEAM

Our team brings together extensive professional experience of more than 30 years, including in:

- Consulting in private and public sector organisations regarding learning and development programs which address diversity and enable inclusivity
- Facilitating organisational development and change programs and culturally and linguistically diverse leadership development
- Designing and implementing programs addressing women's and lesbian health and gender-based violence and equity
- Establishing and managing general health services, rural health services and community and residential aged care services
- Working with culturally and linguistically diverse communities and people.

All team members have the lived experience of being members of the LGBTI+ community.



For further information or to book services, contact COTA SA.

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SILVER RAINBOW

# Diversity and Inclusion Training and Consulting



## THE SCOPE OF OUR PROGRAM

As well as specialising in aged care, we work with organisations serving clients across all ages and sectors through training and consulting to:

- Understand the needs of LGBTI+ clients: an overview of our community and our stories
- Engage with our history: decades of discrimination and their impacts on our health and well-being
- Identify LGBTI+ inclusive practices and how such practices relate to the quality standards of your services and your organisation's diversity action plan
- Explore what this means for your work and/or your workplace.

We negotiate a process with you and key staff which suits your needs, planning for training of champions, senior and middle managers and on the ground staff, supporting a review of policies and procedures, governance and systems, and action planning for implementing strategies and processes to enhance inclusivity. Our content features South Australian stories.

## TRAINING DELIVERY

Our program design is flexible and can be delivered in a range of formats which provide for the varying needs of metropolitan, rural and remote agencies of various sizes, including multi-site locations. The arrangements which best suit your needs and available technology will be negotiated before the program starts.

We work with groups of 15 - 25 staff for all formats. Multiple groups may be catered for by negotiation. All training formats provide the same content for a fee of \$1000 + GST (subject to change).

Contact us about group training for individuals.

## FORMAT 1 WORKSHOP

A face to face workshop of 4 hours, provided on-site and facilitated by members of our Silver Rainbow Training & Consulting Team.

## FORMAT 2 WORKSHOP + ZOOM

An initial workshop session of 2 hours for a group of staff, including small group activities and discussions using materials and processes provided by our Silver Rainbow Training & Consulting Team.

This workshop is followed by a 2 hour zoom or face to face workshop facilitated by our Team.

## FORMAT 3

ONLINE ASSISTED LEARNING +  
WORKSHOP/ZOOM

The equivalent of 2 hours of individualised computer assisted learning using online modules which manage the content, sequence and pace of the learning.

Groups of staff which have completed the individual modules will then attend a 2 hour zoom or face to face workshop facilitated by members of our Silver Rainbow Training & Consulting Team.

The appropriateness of this format needs to take account of the availability of computers for your workforce, your capacity to provide them to participants with release time to use the computers and their level of computer literacy.



## RAINBOW TICK ACCREDITATION

For organisations considering this option, our training and organisational development services contribute to preparation for Rainbow Tick Accreditation.

