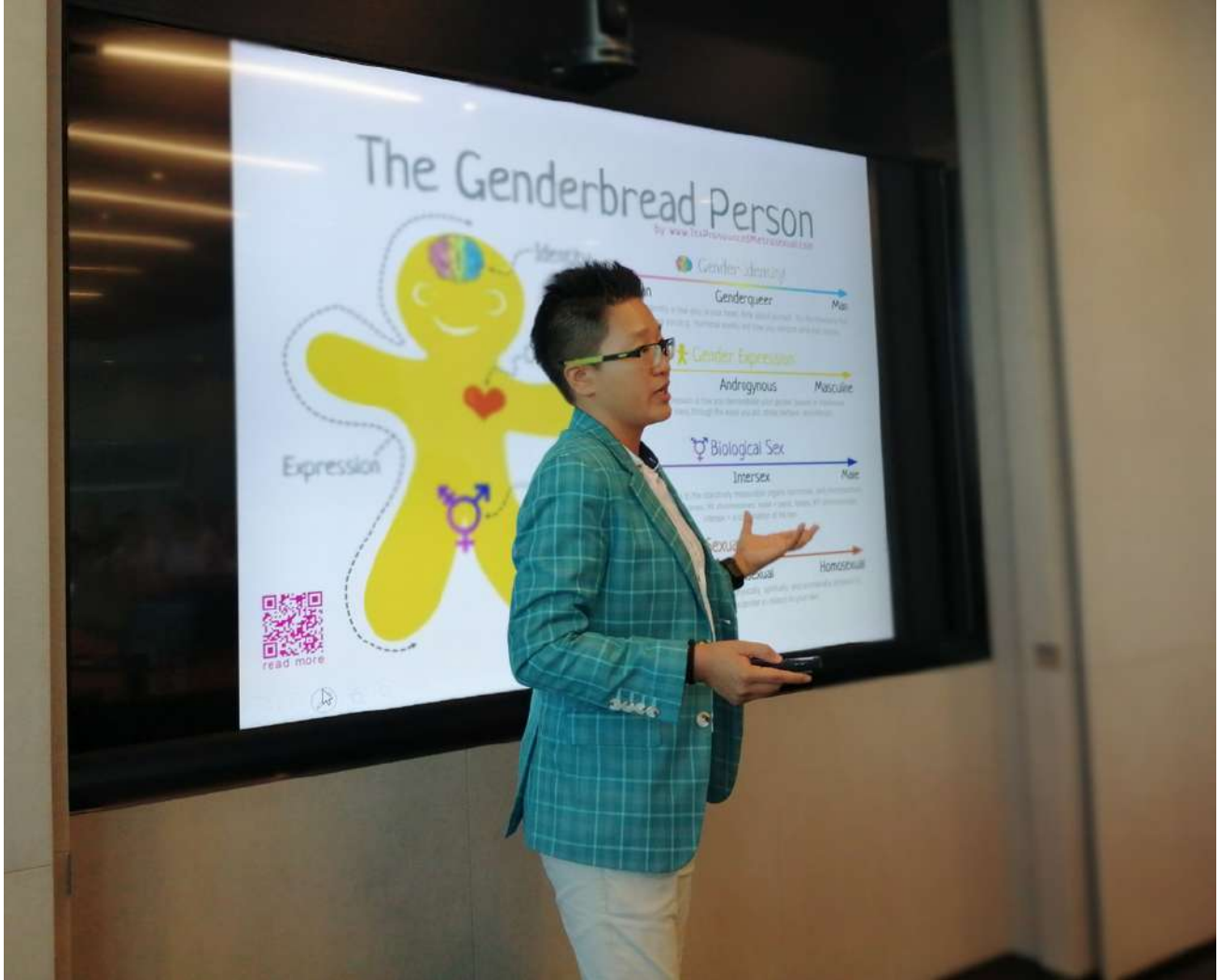


Encompass HK LGBTQ+ trainings



ENCCOMPASS HK



ABOUT ENCOMPASS HK

Encompass HK is a social enterprise that advocates for the Sustainable Development Goals (SDGs) through training and consultancy services to educate and support organizations to be more diversified and inclusive. The enterprise serves the community by contributing to social causes and Non-Governmental Organizations, as well as working with them through collaborative models. Encompass HK's clients include SWIRE Properties, Jardines, Manulife, ANZ Bank, Schrodgers, Freshfields, KPMG, the Capital Group, Verizon Media, and others.



ABOUT OUR APPROACH

Encompass HK believes that best learning outcomes result when participants are engaged holistically with the program content. Our learning and development programs incorporate experiential learning techniques with opportunities for participants to reflect on and apply learnings to face real-life challenges. Our workshops are all customized according to each client's needs. Some of our signature programs include:



1-day Sustainability training with a focus on diversity and inclusion for SWIRE Properties, using the University of Hong Kong campus as a SDG model.



Gender equality training through beer and chocolate tasting for Manulife and Schrodgers to stimulate discussions on gender stereotypes and on how to be a better male ally.



LGBTQ+ inclusive language training with case studies and role-play for Freshfields.

*Our CEO AND
FOUNDER*

BENITA CHICK

A strong believer in community outreach, Benita works and advocates in professional as well as personal capacity for social causes with many different organizations. She has many citable experiences on collaboration with businesses, government, non-profits and youth on a wide range of advocacy projects.

Benita is an award-winning LGBTQ+ advocate. She has curated the first LGBTQ+ walking tour in Asia. She has helped to secure the Gay Games 2022 bid for Hong Kong, and has served as Pink Alliance's IDAHOT (International Day Against Homophobia, Transphobia and Biphobia) Director for 2 years. Benita is currently a Board Director of KELY Support Group and Youth Arch Foundation. She is also a part-time Lecturer at The University of Hong Kong.

Benita has furthered diversity and inclusion advocacy in the community through media interviews with NHK World "Direct Talk", RTHK and Mingpoa. She is a frequent speaker on diversity and inclusion topics, having spoken at TEDx, Accenture, Schroders, Freshfields, The University of Hong Kong, among many others. With her science background at Cornell University and commitment to environmental work, Benita also runs sustainability and citizen science workshops at Encompass HK.



Creating a diverse, equitable, and inclusive culture at work is important to businesses, not just because it is right to do so, but because it makes business sense! More open, diverse, and equal workplaces have happier and more productive teams leading to greater profits. Encompass HK's training and workshops can help you to achieve these objectives.

Encompass HK LGBTQ+ trainings offer a variety of workshops that explain the intricacies of LGBTQ+ issues: from introductory gender and LGBTQ+ inclusion workshops to in-depth training that covers inclusive language and suggestions for allies. The workshops are experiential learning in nature and incorporate a variety of interactive elements to engage participants. Encompass HK's depth of knowledge in the field will help organizations in Asia create inclusive workplaces for their LGBTQ+ employees.

The training includes:

- Intro to LGBTQ+
- How to be a better ally
- LGBTQ+ Inclusive Language
- LGBTQ+ and Psychological Safety
- Let's talk about LGBTQ+ (for parents)
- Dissecting Bisexuality and Transgender issues through inclusive language
- LGBTQ+ in China
- LGBTQ+ in the City tour



INTRO TO LBGTQ+

The Intro to LGBTQ+ workshop provides knowledge and enlists awareness of the diverse experiences of the LGBTQ+ community. The content includes an overview of terminology, identities, historical and current issues, and action points for better inclusion. The Intro to LGBTQ+ workshop is geared for participants who are just starting to learn about gender identity, sexual/romantic orientation, and LGBTQ+ issues and experiences.

The learning objectives include:

- Demonstrate a basic understanding of terms used to describe sexual orientation and gender identity.
- Acquire a basic understanding of LGBTQ+ history, issues and challenges.
- Explore the case for LGBTQ+ inclusion.



HOW TO BE A BETTER ALLY

The session provides a basic framework for understanding the LGBTQ+ community and the unique challenges it often faces, such as coming out and discrimination. Through activities, participants are encouraged to explore their own biases, build their knowledge and understanding, and develop empathy. The session will allow participants to obtain practical advice on how to be effective allies and ask questions.

The session is beneficial for all, but especially for aspiring allies who aim to create a culture where any person can study, work, and compete in a supportive environment, free of discrimination and harassment.

The learning objectives include:

- Understand the term allyship.
- Recognize the barriers that LGBTQ+ individuals face.
- Identify ways to create a safer and more supportive environment for the LGBTQ+ community.



LGBTQ+ INCLUSIVE LANGUAGE

Inclusive language is a way of acknowledging and respecting the diversity of bodies, genders, and relationships. People can have different biological sex characteristics and express their gender and sexuality in many ways. Inclusive language ensures that we don't leave people out of our conversations or our workplace.

The session aims to equip participants with the knowledge and practical skills to use LGBTQ+ inclusive language in their communication.

The learning objectives include:

- Discuss how to use LGBTQ+ inclusive and gender-neutral language.
- Avoid heterosexual bias in language.
- Learn correct terminology for addressing LGBTQ+ individuals and their partners.
- Understand diversity, fluidity of expression, and how to address both concepts.
- Suggest words and body language for use with clients and colleagues to create affirming spaces.



LGBTQ+ AND PSYCHOLOGICAL SAFETY

A culture of psychological safety enables high performance. It is an atmosphere where one can fearlessly engage, question, experiment, and deliver rather than a hostile environment full of fear, blame, and time spent protecting oneself.

When psychological safety is ensured, individuals feel safe being vulnerable, taking risks, making mistakes, and handling conflict. Who is responsible for creating such safety? All of us! Psychological safety in the workplace is crucial for the entire workforce, but especially for LGBTQ+ employees, who face more difficulty in expressing their authentic selves in the workplace.

In this interactive workshop, participants will develop skills for strengthening psychological safety within themselves, their teams, and their organization.

The learning objectives include:

- Understand psychological safety
- Identify ways to apply learning and frameworks to address inequities in the workplace.
- Recognize the barriers LGBTQ+ people have in accepting and presenting their identities at work.
- Develop practical strategies to support LGBTQ+ colleagues in the workplace.



LET'S TALK ABOUT LGBTQ+ (FOR PARENTS)

It seems that every day, we hear more about sexual orientation and gender identity. For many parents, trying to get to grips with what it all means can be a real minefield.

As a parent, you may have understandable questions or concerns if you think that your child might be lesbian, gay, bi, and/or trans (LGBTQ+). As adolescents, children may be questioning or experimenting with their identities. Some of these may be transient periods, while some may be long-lasting. Your child may also have friends who identify as LGBTQ+. How do parents navigate these issues and be more LGBTQ+ inclusive?

This session aims to give an introduction on LGBTQ+ concepts, tips on what to do if your child is coming out/questioning, and a toolkit for fostering LGBTQ+ inclusive language.



DISSECTING BISEXUALITY AND TRANSGENDER ISSUES THROUGH INCLUSIVE LANGUAGE

In this session, we'll first provide an overview of LGBTQ+ concepts and the regional APAC context in LGBTQ+ developments. We'll share with participants the most inclusive language and definitions to use when referencing sexual orientation, gender identity, and gender expression. Through interactive quizzes, we'll discuss inclusive phrases and provide participants with the terms to avoid and the phrases to favor, including correct pronouns to use.

We'll discuss which challenges are specific to the LGBTQ+ community in the workplace. In particular, we'll focus on bisexuality and transgender issues, including the stigma surrounding biphobia and transphobia. We'll share common misperceptions and stereotypes, and ways to be supportive of the LGBTQ+ community in the workplace.

The learning objectives include:

- Deepen a shared understanding of LGBTQ+ and gender-diverse communities.
- Understand biphobia and transphobia.
- Learn to use LGBTQ+ inclusive language.
- Discover practical ways to increase general LGBTQ+ inclusion, especially trans and bi-inclusion, in all aspects of the organization's work.

LGBTQ+ IN CHINA

As the country with the world's largest population, China is also home to the world's largest lesbian, LGBTQ+ population. Until a decade ago, the LGBTQ+ population was an invisible and hidden population in Chinese society. Homosexuality has now been decriminalized in China, and the Chinese LGBTQ+ community has experienced a period of tremendous change. Over the course of the past several decades, LGBTQ+ people have gone from being nearly invisible in Chinese society to forming a vibrant social movement. Once focused on grassroots community building and service, China's LGBTQ+ movement is increasingly reaching beyond the realms of LGBTQ+ communities, striving to make society as a whole more inclusive through advocacy.

We'll explore the relationship between law and the lives of LGBTQ+ people in China, and the movement's efforts for greater equality. We'll also explore the current status of LGBTQ+ rights, mental health, and culture in China.

The learning objectives include:

- Understand the unique context of being LGBTQ+ in China.
- Deepen comprehension of the social, economic, political, intellectual, and cultural movement of the LGBTQ+ community in China.



LGBTQ+ IN THE CITY TOUR

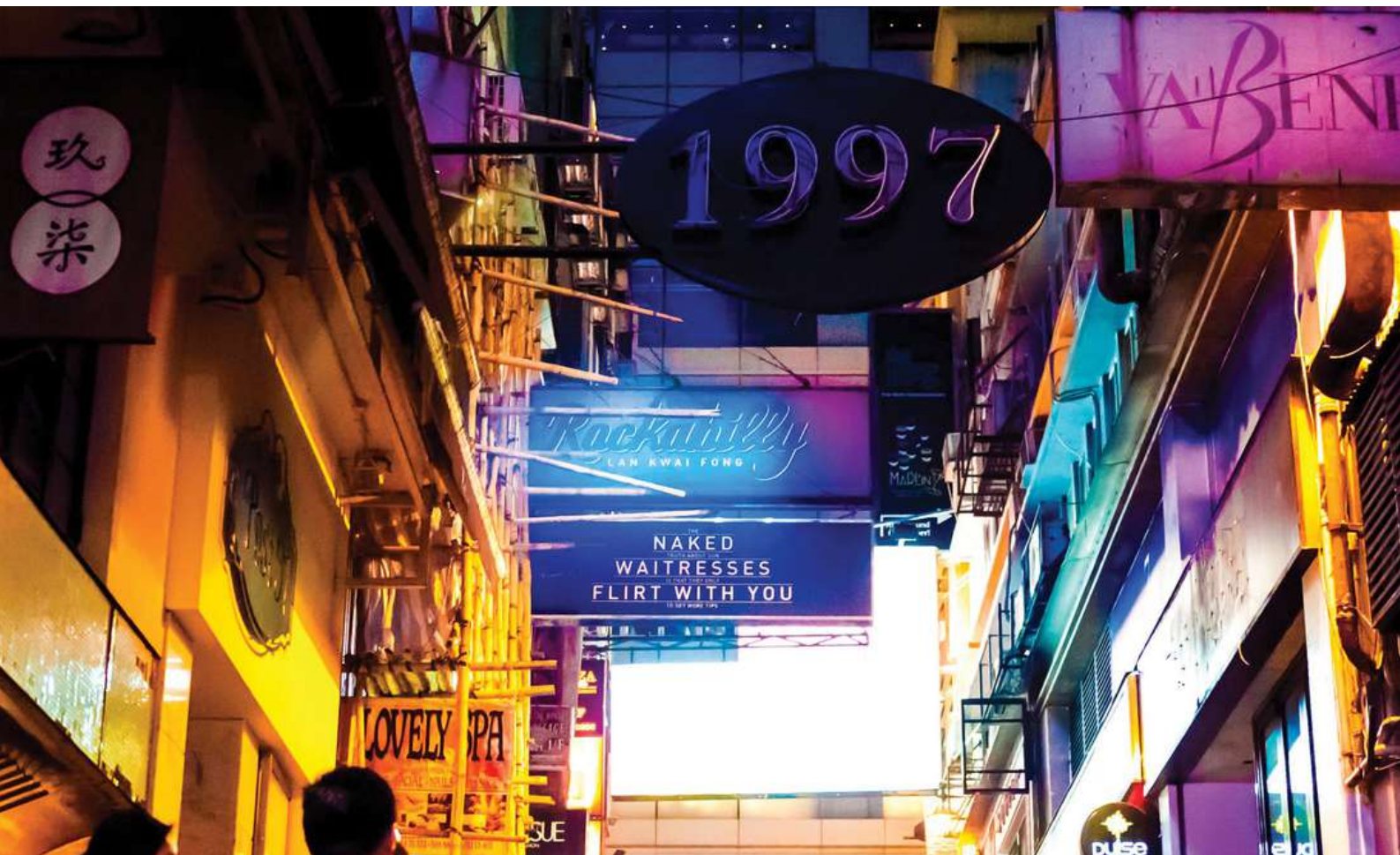
An engaging night walking tour with a knowledgeable and entertaining guide to explore lesbian, gay, bisexual, and transgender culture and history in Hong Kong while meandering through the historical landmarks in Central and Sheung Wan.

Tour Details

Duration: Approx. 2 hours

Touring Area: Central and Sheung Wan

Group Size: Maximum 12 people





Tour Highlights

- Deepen participants' understanding of **Hong Kong's LGBTQ+ history and culture** and **facilitate dialogue** on the subject
- Gain an appreciation of the **broad range of sexual identities and vocabulary** commonly used in the LGBTQ+ community through interactive activities
- Hear the stories behind several **landmark cases** that significantly influenced **LGBTQ+ rights and legislation in Hong Kong**
- Pass by landmarks like the old Propaganda —the revolutionary bar that was Hong Kong's most popular gay hangout spot **for almost 25 years**
- Visit iconic spots where some of Hong Kong's pre-eminent LGBTQ+ movies were shot, such as **All About Love**
- Learn about the **important contributions of the LGBTQ+ community** toward the diversity of **politics, arts, sports, and culture** in the city
- Experience the gay bars in Sheung Wan and Central and **hear about the stories** that happened there while **enjoying a drink**