

## **AWEI Aligned Employer Programs**

### **Education is the key. Action is the proof.**

Our AWEI-aligned labs build LGBTQIA+ inclusion capability through an LGBTQIA+ lens, while strengthening the everyday skills that make any workplace better: respectful language, confident leadership, psychological safety, and visible ally behaviour.

This is not box-ticking. It is culture-building that helps everyone feel safer, seen, and able to do their best work.

### **What this supports**

The Australian Workplace Equality Index (AWEI) is the national benchmark for LGBTQIA+ workplace inclusion. Our labs are designed to support organisations building toward stronger practice through shared language, visible actions, and learning experiences people remember.

### **Your four labs**

Exec Leader Lab. People Manager Lab. Pride Leaders Lab. All Staff Ally Activation Lab. Each program has its own page below. Book one, or sequence the four to build momentum across the whole organisation.

### **What you get**

Facilitated learning, practical tools, and leave-behind resources to support follow-through.

Sessions are designed to feel warm and human, while still giving structure, accountability, and action. Your people leave with a clear next step, not just good intentions.

We speak through our lens. Your teams apply it through theirs.

### **All welcome**

All communities. All affinity groups. All people.

### **Book now**

Ready to build a workplace where people feel safe, valued and able to do their best work? Explore the labs below, then book via the booking link below.

**Button: Book now (Link: add booking link)**

## **Exec Leader Lab**

### **Overview**

A high-impact lab for senior leaders who want inclusion that is strategic, credible, and values-led. We connect queer history and lived experience to leadership decisions, culture signals, and risk and opportunity in a changing environment.

### **Perfect for**

Executives, board members, directors, senior leadership teams, and leaders who sponsor inclusion, people strategy, or culture work.

### **What happens**

A facilitated leadership session with curated stories, discussion prompts, and scenario work. Leaders identify the culture signals they are sending, the gaps they can close, and the commitments they can make. The focus is clarity, confidence, and visible leadership.

### **Outcomes**

Shared leadership language, stronger confidence to speak and act, and a short set of measurable commitments. Leaders leave aligned on what inclusion looks like in practice, and how to model it.

### **Quick facts**

Duration options: 2 to 3 hours (or as a retreat module).

Delivery: at Qtopia Sydney (Darlinghurst).

Pricing: on enquiry.

Booking: use the booking link below.

## **People Manager Lab**

### **Overview**

Managers set culture, one conversation at a time. This lab builds practical skill in inclusive language, respectful feedback, and how to respond when things get tricky. It is warm, hands-on, and manager-proof. In the best way.

## **Perfect for**

People managers, supervisors, team leaders, HR partners, and anyone who leads people, performance, or rostered teams.

## **What happens**

Interactive scenarios, language practice, and real-world tools. Managers practise how to support staff, handle inappropriate comments, and create everyday belonging. Participants leave with simple scripts, checklists, and do-next-week actions.

## **Outcomes**

More confident managers, fewer awkward moments, and clearer standards. Teams benefit from psychological safety, respectful conversations, and consistent ally behaviour.

## **Quick facts**

Duration options: 2 to 4 hours (or split sessions).

Delivery: at Qtopia Sydney (Darlinghurst).

Pricing: on enquiry.

Booking: use the booking link below.

## **Pride Leaders Lab**

### **Overview**

For Pride network leads and inclusion champions who want momentum, visibility, and smart strategy. This lab strengthens ERG capability and turns good intentions into a calendar of actions that actually land.

### **Perfect for**

Pride and ally networks, ERG committees, inclusion champions, and staff who coordinate days of significance, events, or internal comms.

### **What happens**

A facilitated planning lab with best-practice examples, creative activation ideas, and a practical plan. Participants map their goals, audience, and evidence, then build a simple activation roadmap for the year.

## **Outcomes**

A clear plan, stronger internal influence, and practical tools to lift engagement. Pride leaders leave with confidence, structure, and ideas that feel fresh, not recycled.

## **Quick facts**

Duration options: 2 to 4 hours.

Delivery: at Qtopia Sydney (Darlinghurst).

Pricing: on enquiry.

Booking: use the booking link below.

## **All Staff Ally Activation Lab**

### **Overview**

A joyful, practical lab that builds shared language and everyday ally behaviour across the whole organisation. It is designed to be welcoming for everyone, including people who are new to this space.

### **Perfect for**

Whole-of-staff sessions, large team days, onboarding cohorts, customer-facing teams, and organisations wanting a consistent inclusion baseline.

### **What happens**

Interactive learning, short stories, group reflection, and simple practice. Staff learn what allyship looks like day to day, how to speak respectfully, and how to respond to exclusion safely. Everyone leaves with a clear personal commitment.

### **Outcomes**

More confident staff, stronger team cohesion, and visible inclusion behaviours that stick. It creates a shared starting point so inclusion feels normal, practical, and genuinely human.

## **Quick facts**

Duration options: 90 minutes to 2 hours.

Delivery: at Qtopia Sydney (Darlinghurst).

Pricing: on enquiry.

Booking: use the booking link below.