



## **FIFE MEN PROJECT**

Diverse Cultures

Lesbian Gay Bisexual & Transgender Communities

### **DRAFT PROGRAMME**

This day course is to raise awareness of cultural aspects of life within Fife's LGBT Communities. It is designed for professionals concerned with and linking into Fife's LGBT communities.

The day will inevitably focus upon personal issues and values, including heterosexism and resulting homophobia.

Content:

- History of lesbian, gay and bisexual people
- Sexual orientation and the law
- Attitudes and values toward LGBT communities
- Nature of homophobia and heterosexism
- Internalised homophobia
- Barriers to services including health, education, housing and community services
- Challenge and affirmative action plan

Aim:

- To enable participants to explore both the historical context and present day issues for lesbian gay bisexual people
- To enable participants to explore individual organisational and institutional barriers faced by LGBT people
- To assist participants to examine the impact of homophobia and heterosexism on individuals and society
- To empower them to identify area where they can challenge homophobia and hereosexism in their professional practice and work place

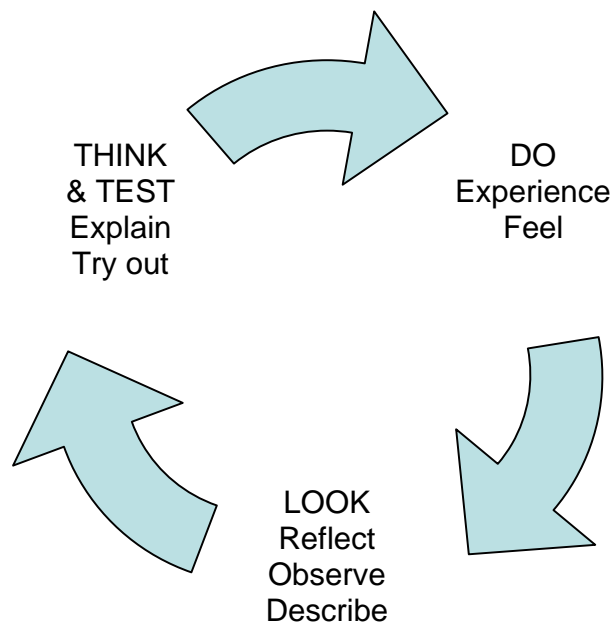
Learning:

This awareness training day is designed to help participants work through their current feelings, views and professional opinions and can therefore be challenging to long held attitudes. Through the experience of the exercises the aim is to impact on participants' views and opinions in turn influence professional practice with a "toolkit" of skills in the use of language and understanding the underlying cultural and societal differences.

Experiential learning is based on three assumptions:

- ✓ Group members learn best when they are personally involved in the learning experience
- ✓ Group members will be committed to learning and working if they can set their own goals and agendas within a given framework
- ✓ Group members must discover knowledge for themselves

Therefore the cycle of learning created by the facilitator will help participants develop their own individual learning style with an emphasis towards a particular aspect of the learning model



Group work establishes the best climate for experiential learning. Using experiential learning methods in the context of group work is very effective; as well as addressing the chosen subject matter it develops interpersonal and communication skills.

Taking care of facilitators and participants:

Addressing the issues about LGBT cultures invariable focus upon oppression. Legitimised in discriminatory legislation within institutions and/or society the law and implications will be addressed during the day.

It is imperative that support is offered to participants throughout the day and beyond. Ground rules are always negotiated at the beginning of the course to empower participants to own their learning from the outset and to create a safe, creative space for the group.

**Draft programme:**

*This is a draft framework and required customising to the requirements of the group but does give a general overview of what we shall attempt to cover in a day awareness training course:*

9:30 -9:50 Welcome and introductions  
Negotiating the course and setting ground rules

9:50-10:45 Heterosexism, Homophobia & Oppression  
Language – “Polari” & Sub cultures

10:45-11:00 Morning break

11:00-12:30 History of the gay movement

12:30-13:15 Light buffet working lunch with pair exercise

13:15-13:45 Lunch Exercise feedback

13:45-14:00 History Quiz

14:00-14:45 Feel Think Do Exercise

14:45-15:00 Afternoon Break

15:00-16:00 People's Experiences – Video & interactive exercise in real play

16:00-16:30 Wind down & learning evaluation

16:30-16:45 Personal action plans

16:45-17:00 Contact information and au revoir

Course participants will be provided with all learning materials, handouts and disc copies of PowerPoint presentations.

**More information:**

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