

# Profiles of Key persons involved



*"Enabling educators to become aware of the real-life challenges faced by LGBTQIA+ learners and leading the educators towards setting personal learning objectives for improved inclusion."*

In this section, we outline the key personal and professional qualities, as well as the motivations, to look for in staff members when identifying individuals to include in your teams. These key individuals will help promote diversity and foster a more inclusive environment. It's important to note that personal motivation and willingness are essential for their involvement.

To assist in this process, we have provided an interactive questionnaire in an Excel file. Each participant can use the drop-down menus in the cells to provide honest answers. The responses will automatically generate a graphic, showing which profile and role best suit each individual.



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## **Profiles of key persons involved in the change**

### Executive leader/Decision making body

- Senior management
- Authority to take decisions
- Willingness to prioritise LGBTQIA+ inclusivity
- Readiness to allocate resources for implementation

### Expert consultant

- Deep understanding of challenges faced by LGBTQIA+ individuals
- Ability to consult and share knowledge
- Willingness to improve programs for LGBTQIA+ inclusivity
- Readiness to include diverse angles on for example systemic barriers, legal protections, and cultural stigmas.

### Trainer/Facilitator

- Experience in delivering workshops and sensitivity training on diversity topics
- Ability to work with non formal and experiential methods of learning
- Willingness to collaborate with expert consultant in preparing the program
- Readiness to work with mixed groups of participants, tackle possible conflicts using a non-violent communication

### Community member

- Living experience
- Ability to tell personal stories on faced challenges
- Willingness to advocate for LGBTQIA+ rights and initiatives
- Readiness to make connections and take a mentorship role

### Ally

- Insights and good understanding of the needs of the LGBTQIA+ community
- Ability to take a stand in promote for LGBTQIA+ rights
- Willingness to volunteer in LGBTQIA+ initiatives
- Readiness to connect with other people and motivate

### Driving force

- Good organisational and leadership qualities
- Ability to motivate and gather people
- Willingness to do the hard work of assuring and advocate for continuity
- Readiness to coordinate all entities