

JOY Media

Victorian Pride Centre
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St Kilda, VIC 3182

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POSTION **Diversity and Inclusion Trainer**

Description: JOY is seeking a Diversity and Inclusion Trainer with lived LGBTIQ+ Intersectional Experience to provide external and/or public Diversity and Inclusion Training for government, organisation and business clients of JOY.

Team: JOY Academy

Reports to: Academy Manager

Direct reports: N/A

Status: Casual / Contract – remuneration rates scale with experience from \$65 per hour

Location: Level 1 Victorian Pride Centre 79-81 Fitzroy Street, St Kilda, Vic, 3182

JOY's Purpose;

JOY is Australia's LGBTIQ+ community media organisation, listed on the Australian Charities and Not for Profit Commission Register, with the purpose of building a more inclusive society. We do this by providing the opportunity for freedom of expression, the breaking down of isolation and the celebration of the culture, achievements, and pride of the diverse rainbow community.

You can hear and see stories from the LGBTIQ+ community and our allies on JOY 94.9 Radio (FM and DAB+), online via livestream, in JOY Podcasts and on JOY TV 24 hours a day, 7 days per week at joy.org.au

JOY sustains our work through donations, memberships, philanthropic funding and by providing income generating services to the community including advertising, live broadcasting, podcasting, audio visual and talent provision.

Based in St Kilda, Melbourne, Australia, the JOY team consists of a small paid staff and a large volunteer cohort who together bring news, music, information, and entertainment to our rainbow community and allies.

From our on-air presenters to our support teams, producers, newsreaders, podcasters, and everyone in-between we aim to represent our listeners because we are them.

The values you will bring to your work;

Joyous - a celebration of diversity, talent, music and entertainment

Inclusive - a safe and supportive environment for all members of the LGBTIQ+ communities

Courageous - a way to change lives by speaking out, sharing stories and challenging boundaries

The role overview;

JOY Academy is the training and development arm of JOY Media and exists to upskill members of our community through the development and delivery of high quality, evidence based, professional training and

education programs – from induction of new team members, to training our content producers and educating organisations in how to be a more inclusive workplace (through our Diversity & Inclusion training).

Reporting to the JOY Academy Manager, you will be responsible for preparing for and delivering training to our clients. The training session typically run in a 2.5 hour or 3.5 hour format but may vary depending on the needs of the client. The session plans and materials are designed for you, but at times we may ask you to reformat the sessions as the training evolves. The training work is available based on demand and is paid as a contracted hourly rate. JOY's trainer rates are paid on training delivery times and include an allowance for planning and preparation with the JOY Academy team.

All position holders at JOY are required to perform their duties in accordance with current organisational policy and procedures and relevant ACMA and CBAA requirements; to minimum performance standards, and ensure adherence to the JOY Melbourne Inc. rules of association; comply with health and safety guidelines and instructions to ensure a healthy, safe and environmentally responsible workplace; and cooperate and comply with equal opportunity legislation.

Your key responsibilities;

You will be responsible for delivering some or all the following units:

Introduction of the course

- Creating a safe and brave space for participants to share
- Icebreaker activities
- Why are we here – statistics on discrimination in the workplace, health and wellbeing and the current news headlines.

Module 1 Gender, Sex and Sexual Diversity

- Understanding identity, why it's important and what role it plays in our lives
- The difference between gender, sex and sexuality
- Unravelling the LGBTIQ+ acronym
- Sexual Diversity – gay/lesbian, bisexuality, pansexuality, asexuality
- Gender Diversity – transgender, cisgender, non-binary
- Sex – Intersex
- Queer
- Intersectionality of identities
- Drag Artists

Module 2 – Gender Inclusive Language

- Why is language important?
- Pronouns
- Gender-neutral terms

Module 3 – Being an ally and creating an inclusive workplace

- What is Privilege?
- Privilege walk – everyone has a different starting point.
- How can we use our privilege to be an ally to others?
- Diversity policies: why every organisation should have one
- Write an action plan for creating an inclusive workplace

Conclusion

- Resources available: templates, government resources, history of the pride flag, Darlington statement
 - Services available
 - Connect with JOY

Our key selection criteria:

Required skills, knowledge and experience

- A minimum 100+ hours experience delivering training in small groups
- A knowledge of the LGBTIQA+ community and current issues
- The ability to professionally manage the timing and structure of a training session, successfully achieving learning outcomes in a safe, inclusive and productive environment
- Lived LGBTIQA+ experience, with trans and gender diverse lived experience a bonus.

Other skills

Strong Presentation Skills

Strong working knowledge of Microsoft Office Suite including MS Teams

Please note successful applicants will need to undertake or hold current working with children's check.

All JOY staff, volunteers and contractors are also required to maintain current JOY membership.

Application process:

To apply for this role, please forward your CV and covering letter, addressing the Key Selection Criteria in detail to recruitment@joy.org.au – Applications will be accepted on a rolling basis.