

Safe Space Project
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Executive Summary

Q Consulting and Education (QCE) is an Indiana-based non-profit organization that works with non-profit and for-profit organizations to develop LGBTQ inclusive and affirming organizational climates for all. The organization offers Safe Space workshops, curriculum development, and communication consulting services. The focus of this project is to plan and develop curriculum for a web-based Safe Space workshop, which will serve as an additional revenue stream for QCE. The organization currently offers face-to-face workshop options that pose budgetary and scheduling challenges. Online workshops not only offer broader opportunities for participants, but broader opportunities for workshop facilitators. Online Safe Space workshops are necessary to allow QCE to offer smaller-scale workshops to individuals, small organizations, and to organizations outside of Northeast Indiana. Since workshop participants will complete the workshop modules in any preferred location and may have variable reasons for completing the workshop, widely variable instructional and transfer contexts will be considered in the development process.

Workshop participants may be leaders in or members of non-profit and for-profit organizations completing the workshop by choice or organizational mandate. Curriculum materials will be developed by applying multiple learning theories that meet the needs of the diverse learner characteristics listed below:

- Adult professionals or college/university students
- Age: 18-65
- Broadly variable: sex, gender, race/ethnicity, religious affiliation, sexuality, ability, level of education, occupation, organizational affiliation, prior knowledge of LGBTQ culture

The majority of participants in face-to-face QCE workshops have attended the workshops voluntarily and self-reported openness to the workshop topics. As the workshop is adapted to an online format, special consideration will be made for learners who are averse to learning about the topics. Instructional strategies will include opportunities for self-exploration regarding attitudes, values, and beliefs.