**Barriers to Learning**

Sensory impairment/accessibility issues

Learning styles

Willingness to listen and hear

‘calling people in’(rather than ‘out’)

Culture

Know your audience

Face to face v online sessions

People being at different starting points

**Barriers to engaging people in conversations**

Lone working – Face to face is few and far between

Public What’s App – misuse

Organisation spread across county – difficult to link up

Wrong environment – too formal to start with

Initial consultations with clients – lack of informality/trust

Different groups of stakeholders/different approaches – lack of consistency in engaging in conversations

Staff/teams under pressure already – perceived lack of time

Defensive behaviour – if someone thinks they’re being accused of something

Management lack of time to engage/broach new subjects/topics

Age groups – different perceptions/barriers

Isolation of clients

Lack of technology

Family members – lack of comms

Own thoughts and feelings before engaging – am I ‘saying the right thing’

**Concerns**

How I manage my emotion on the subject

Could someone who identifies as LGBT do this instead?

SAND accidentally creates a dependency!

Changing other professionals attitudes

Huge responsibility for SAND – put us on the line - not specialists and don’t know it all!

Do I/will I say the wrong thing?

Not being able to influence floor space and those who don’t want to engage

Facilitators will be unsupported in their organisation

Am I prejudiced? My upbringing, where I’ve lived?

Reactions/Discrimination from current residents

That I will be expected to get everything right

How to break polarisation

**Hopes**

Raise awareness

Break down barriers

Gain understanding

Spark our discussion with our team

To get buy-in from jaded people who do online tick box to LGBTQI+ awareness

Positioning the training – more to learn

Expand my perceptions/horizons

Want to be approachable – they can talk to me

Open as many minds as possible

That everyone will feel committed and want to continue ‘learning’

That we feel confident and equipped to progress with work

There will be an organic network of facilitators by 6th Dec!

Want to do the training justice

That this gets the snowball rolling – momentum

That everyone sticks it out to the end

That more people in my organisation get involved with SAND

That everyone engages

**Questions**

How do I approach a client and ensure they’re comfortable to share?

Are we able to share research and 70 years film as part of this?

How do we support carers to open a conversation?

How can I facilitate the training?

Pronouns – how many are there? Do I ask, assume?

How will we keep the network going? Login website group chat?

Could we deliver training for each other in different locations? Spread the word?