

# Adoption & Fostering Matters

## 1- Lived experience of LGBTQ+ Parenting & Care

A deeply personal and thought-provoking session exploring adoption, fostering, and LGBTQ+ family life. Matt shares his own journey alongside practical takeaways for inclusive practice.

- Navigating microaggressions and systemic bias as an LGBTQ+ parent
- Examine trauma's impact on parenting styles and long-term outcomes.
- Highlight the importance of inclusive communities in education and family services.
- Celebrate LGBTQ+ resilience and identity pride.
- Provide allyship tips for creating inclusive workplaces.
- Offer insights into LGBTQ+ adoption data and diverse family structures.
- Share strategies for supporting LGBTQ+ staff, clients, and customers.

## 2- Developing an Inclusive Workforce for LGBTQ+ Parents & Carers

A workplace-focused session on supporting LGBTQ+ parents and carers in professional settings. Matt explores the impact of trauma, bias, and workplace culture – and shares inclusive strategies to foster belonging and organisational success.

- Explore how trauma and discrimination affect LGBTQ+ parents and carers in the workplace.
- Share inclusive strategies for recruitment, retention, and wellbeing.
- Outline how to build and sustain effective LGBTQ+ Employee Resource Groups (ERGs).
- Discuss equitable benefits that reflect diverse family structures.
- Highlight inclusive mental health and wellbeing support.
- Share approaches to impactful inclusivity training.
- Encourage celebration of LGBTQ+ visibility days and events.
- Provide ideas for creating psychologically safe spaces.

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## 3- Beyond Proud – Lived Experiences of LGBTQ+ Parents and Creating Family-Affirming Environments

This session looks at how organisations can become family-affirming for LGBTQ+ parents and carers. Matt shares personal and community perspectives to help participants understand the barriers faced by LGBT+ families and how to build supportive workplace cultures.

- Share personal insights into LGBT+ family life as an adoptive parent and foster carer.
- Explore the barriers LGBT+ parents face, including microaggressions and bias.
- Discuss the impact of trauma on parenting and professional life.
- Share practical steps to create LGBT+ family-affirming workplaces.
- Highlight the business advantages of inclusivity (retention, innovation, reputation).
- Offer practical allyship tips for colleagues and employers.
- Provide strategies for systemic change, from policy to visibility.

### Sessions include:

- Real-world insight from Matt’s lived and professional experience.
- A supportive space with Q&A and discussion.
- Practical tools for embedding inclusion across your organisation.



### Speaker: Matt

Matt is the founder of the UK’s only organisation led by and for LGBT+ parents and carers. With nearly 20 years of experience, he has delivered real change across corporate spaces, family services, and national policy.

As a proud parent through adoption and long-term foster carer, Matt brings powerful lived experience to every talk. His sessions are rooted in authenticity and packed with practical insight—covering trauma, microaggressions, allyship, and resilience within the LGBT+ parenting journey.

Matt works with organisations including the Department for Health and Education, BBC Studios, and CoramBAAF, and sits on numerous adoption and fostering panels. Whether you’re looking to inform, engage, or inspire your team—his sessions create real connection and meaningful impact.