

PROGRAMME SCHEDULE

DATE	FORMAT	CONTENT
w/c 14 Sept 2026 Week 1	1:1 Mentoring 15 min · online	Getting to know you, before the programme begins 1:1 conversation with Charlotte before the group sessions start. Share what brought you to this programme and what you're hoping to take from it. Tell Charlotte anything useful about how you work best or what support looks like for you
w/c 21 Sept 2026 Week 2	1:1 Mentoring 30 min · online	Getting to know you – continued As above
29 Sept 2026 7:00–8:00 pm Week 3	Q Time 1	Introduction – Thriving at the Intersection of LGBTQ+ and Neurodiversity: At Work and Home Introduction, House Rules, Foundation material. Open discussion
w/c 12 Oct 2026 Week 5	Activity 1	Theme: Self-Determination & Autonomy • An autonomy audit – where in your life you feel self-directed, and where you feel constrained • Exploring your VIA character strengths and when you use them freely or hold them back • A reflection prompt: when do you feel most like yourself – and what makes that possible? • No submission needed. Bring anything to Q Time 2 or your next 1:1 if you'd like to
20 Oct 2026 7:00–8:00 pm	Q Time 2	Autonomy & Identity – Going Deeper • Reflection on Activity 1 • Exploring identity across different areas of life: home, relationships, community, work • The double conformity pressure, navigating both neurotypical and cisnormative expectations at once • What does self-direction look like when systems aren't built for you? • Extended open discussion with recording off
26 Oct – 2 Nov	1:1 Mentoring	Individual session

w/c 9 Nov 2026	Activity 2	Theme: Self-Compassion & Masking • The compassionate witness: what would you say to a friend in a situation where you were hard on yourself? • A masking inventory: what you suppress or hide — and what it costs in energy • An optional spoon audit: which parts of your day or week are highest cost for you?
17 Nov 2026	Q Time 3	Compassion, Unmasking & the Inner Critic • Reflection on Activity 2 — the energy cost of masking and the gap in self-compassion • Where does the inner critic come from? Internalised stigma and how it forms • Self-compassion as a practice — not a personality trait, and not toxic positivity • Unmasking: what it means, what it costs, and what makes it safer • Chosen family, affirming communities, and where we find spaces to be ourselves • Open Discussion
23–30 Nov 2026	1:1 Mentoring	Individual session
7 Dec 2026	Activity 3	Theme: Disclosure, Advocacy & Burnout • Disclosure mapping: thinking through the costs and possibilities of sharing, in any area of life • Self-advocacy planning: using the four-component framework to identify one thing you need and how to ask for it • An optional burnout check-in: rating your current energy across physical, cognitive, and emotional domains
14 Dec 2026	Q Time 4	Advocacy, Disclosure & Burnout Recovery • Reflection on Activity 3 — what came up around disclosure and asking for support • Covering and passing what it costs over time, and what alternatives look like • Autistic burnout: how it differs from ordinary tiredness, and what recovery requires • Minority stress as a chronic, compounding experience — not an occasional event • Open Discussion
4–11 Jan 2027	1:1 Mentoring	Individual session

18 Jan 2027	Activity 4	Theme: Strengths Integration & Going Forward • Looking back: what has shifted? A moment from the programme you will carry with you • Revisiting your VIA strengths: do your original choices still feel right? • Going forward: one thing you will do differently; one relationship or community you see differently • An optional creative part: draw, map, or sketch your response if words feel limiting
26 Jan 2027	Q Time 5 · Final	Programme Close — Integration & Looking Forward • Brief reflection on the arc of the programme • Sharing from Activity 4 what people are taking forward • Community, connection, and what comes next: • Queerwell's ongoing offer including Sunday Sanctuary