

Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 09 January 2019 15:57
To: Susan Ward-Rice
Subject: WEI Result

Importance: High

Hi Susan

Good to speak to you just now.

To confirm your WEI result, you scored 34.5 marks out of a possible 200, which ranked you at position 351 out of a total 445 participating organisations.

As we discussed, while this rank isn't quite as high as you and colleagues would like/might have been expecting, I'd be keen to emphasise that this is your highest score and also highest rank yet – so it's definitely a step in the right direction! I think you and your colleagues should be proud of this result and keep in mind that creating cultures of inclusion requires incremental change. And I really hope the feedback we'll give you can support you to move further along this positive direction.

As I also mentioned, **all results are strictly embargoed until the 21st January**, which is when we launch the Top 100 listing – so please do observe this embargo: please don't share your result externally and only communicate internally on a strictly need-to-know basis (e.g. with very key stakeholders and for the purpose of prepping any comms). All results outside of the Top 100 are treated totally confidentially on our part, so we won't be disclosing your rank or score, or even reveal that you participated at all – you have full agency over that.

Otherwise, I look forward to meeting you and colleagues on the afternoon of the 14th March for your feedback meeting! I'll be back in touch before then to email over your electronic report for circulation among colleagues.

Take care for now!

Best wishes




[REDACTED]

[REDACTED]



The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

Direct: [REDACTED]
Switchboard: 020 7593 1850
Info Line: 08000 50 20 20
www.stonewall.org.uk

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This email message has been delivered safely and archived online by Mimecast.

Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 14 January 2019 12:31
To: Susan Ward-Rice
Subject: Your January issue newsletter from Stonewall

[View this email in your browser.](#)



Hi Susan,

Happy new year! We're looking forward to another year of working with you to achieve acceptance without exception for all LGBT people. In this January edition of our newsletter, you'll hear about our new online hub for Diversity Champions, discounts on Proud Employers listings, our upcoming Workplace Conference, and more.



Your log-in for My Diversity Champions

At the end of 2018 we announced that a new and more personalised version of our programme hub, My Diversity Champions, was on its way. The new features will allow you to create your own account and find the information you need, all in one place. You'll also be able to browse, filter and bookmark resources, including member exclusives.

If you're our main contact or an LGBT network chair at your organisation, you'll receive an email within the next week with details for logging in and setting up a password. We hope you enjoy exploring the new and improved My Diversity Champions.

Please contact your account manager if you experience any problems logging in.



Advertise your job vacancies on our Proud Employers website

[Proud Employers](#) is the only job site dedicated to LGBT people and their allies. Exclusively for Diversity Champions to use, it helps candidates find roles with organisations who are truly committed to diversity and inclusion.

As a Diversity Champion, you're entitled to five free job listings in your first year of membership, and you can purchase more at any time.

For the month of January only, our advertising packages are available at a discounted price :

- 5 jobs listings – was £450 + VAT, now only £400 + VAT
- 10 job listings – was £800 + VAT, now only £600 + VAT
- 20 job listings – was £1500 + VAT, now only £1000 + VAT
- 50 job listing – was £2500 + VAT, now only £1500 + VAT

All income generated through Proud Employers is invested back into Stonewall's wider work, helping us to combat homophobia, biphobia and transphobia and to empower LGBT people and allies wherever they live, work, study, shop, socialise or pray.

Get in touch to find out more



How will you celebrate LGBT History Month?

As you may know, [LGBT History Month](#) takes place in February and is a fantastic opportunity to celebrate LGBT communities in your workplace.

Created to educate the public on the history of LGBT communities, LGBT History Month is now celebrated across the UK and the world. Why not use this occasion to get your staff together to share LGBT stories and history?

Holding an Equali-tea could be a great way to do this, while also fundraising to support Stonewall's work. Whether jasmine, Earl Grey or PG Tips is your bag, why not have a go at raising money at your next network group meeting, while discussing ways to better support your LGBT colleagues? By raising £500, you could train and support a 16-21 year old to campaign for equality in their school, college, university or community.

Order our Equali-tea pack to get started



What our Diversity Champions are up to

- **Royal Free Hospital NHS Foundation Trust** are holding a free Equality, Diversity and Inclusion LGBT+ Conference to improve the experiences of LGBT service users, patients and staff by raising awareness of challenges they may face. [More information here.](#)
- **The University of Essex** have been leading the [Essex LGBT alliance](#) in partnership with 25 other local employers from a wide range of sectors to exchange ideas on LGBT inclusion, best practice and raise awareness of LGBT workplace issues within the region.

If you'd like your initiative to appear here in future newsletters, please [let us know](#).

We'd also like to take this opportunity to give a very warm welcome to our new members: [Central London Community Healthcare NHS Trust](#), [FCO Services](#), [Flight Centre](#), [Provide CIC](#), [Silicon Valley Bank](#), [The First Mile](#), [VolkerWessels UK](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Learn and share best practice at our London Workplace Conference

Tickets are now on sale for our largest workplace conference on 26 April 2019.

This is Europe's leading event on LGBT inclusion, and Diversity Champions like you can have exclusive access to [discounted tickets](#). This year we're also offering cheaper tickets for public and third sector organisations.

London Workplace Conference offers you a chance to:

- **Learn best practice** in 24 CPD-accredited sessions led by inclusion experts, helping you to create practical action plans.

- **Expand your network** among 1,000 professionals from other leading organisations.
- **Be inspired** by speakers and delegates from a range of leading organisations who'll give you innovative ways to bring this work to life.

You can buy additional remote tickets for people across your global operations. They'll be able to watch the opening and closing sessions and access the global stream of content either live or recorded.

Find out more and book your tickets



Coming up

21 January

Stonewall Top 100 Employers list published

The list celebrating the best performers in the 2019 Stonewall Workplace Equality Index will be released.

[Find out more](#)

February

LGBT History Month

UK

Schools OUT UK's National Festival of LGBT History. This year's theme is peace, reconciliation and activism.

[Find out more](#)

26 April

London Workplace Conference

London

A limited number of early bird tickets are now available for our workplace conference on 26 April. Join over 800 professionals to learn and share ways to make your workplace a leader in LGBT inclusion.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Darren Towers

Executive Director

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: Stonewall <no-reply@stonewall.org.uk>
Sent: 16 January 2019 16:11
To: Susan Ward-Rice
Subject: Access your exclusive Stonewall members area

Access your exclusive Stonewall members area



Dear SusanRice-Ward,

We're delighted to announce the new, personalised version of the online Stonewall members area.

You can now:

1. Create your own account password and log in to your personal dashboard
2. Access exclusive membership content in one place – including FAQs, logos and our events calendar
3. Browse, filter and favourite member-only resources

Log in now at:



This link can only be used once to log in and will lead you to a page where you can set your password using the 'Update Your Details' form at the bottom of the page.

After setting your password, you will be able to log in at <https://www.stonewall.org.uk/user> in the future using:

Username: 

Password: 

We hope you enjoy exploring your new and improved Stonewall members area.

As ever, if you have any questions or feedback, please do let us know.

For Global Diversity Champions and Diversity Champions:

memberships@stonewall.org.uk

For School Champions: education@stonewall.org.uk

For CYPS Champions: cyps@stonewall.org.uk

Thank you.

Stonewall

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Our work is not finished.

Find out how your donations
can help our work.



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 21 January 2019 10:00
To: Susan Ward-Rice
Subject: Stonewall's Top 100 Employers announced!

[View this email in your browser.](#)



Dear Susan

I am delighted to announce Stonewall's Top 100 LGBT-Inclusive Employers 2019.

Every year, we publish a list of the 100 employers that receive the highest marks in our annual Workplace Equality Index. The 2019 Index was the largest in the Index's fifteen-year history, with 445 organisations taking part.



I want to personally congratulate every organisation that entered, and to thank all of our Diversity Champions for your continued commitment and hard work. What you do makes a real and tangible difference to the lives of LGBT people in the workplace, to your clients, customers and service users, and more broadly across the communities you are part of.

The 2019 Employer of the Year

I'm thrilled to reveal that this year's Employer of the Year, topping the list, is law firm Pinsent Masons. An outstanding champion for LGBT-inclusion, Pinsent Masons secured the number two spot on the list in both 2017 and 2018, but this year they achieved number one! I hope that you will join me in warmly congratulating them on social media, using [#StonewallTop100](#) and [#ComeOutForLGBT](#).



Pinsent Masons has also been named as our very first Employer of the Year for Northern Ireland, following the launch of our Diversity Champions programme in partnership with The Rainbow Project Northern Ireland. In the last year, Pinsent Masons has played an integral role in establishing Businesses for Love Equality, a group of employers in Northern Ireland who published a joint statement in September 2018 in support of the extension of equal marriage. We are proud of their work, our partnership with The Rainbow Project, and that the Workplace Equality Index is now UK-wide.

We're also enormously proud of this year's Top Trans-Inclusive Employers - fourteen organisations that are making the biggest strides in trans-inclusion in the workplace. This year, we've also announced the first Bi-Inclusive Workplace Award winner - many congratulations go to Citi for picking up this well-deserved honour. With almost two in five bi people (38 per cent) not comfortable enough to be out at work, there's considerably more to do on bi-inclusion in UK workplaces. The award celebrates Citi's achievement and we hope will inspire others to follow their lead.

There's a huge amount to celebrate today, and much more still to be achieved, as our 2018 [LGBT in Britain – Work](#) report showed. If you need inspiration or want to find out more, please [take a look at today's Top 100 report](#) or book a place at our [2019 London Workplace Conference in April](#) where speakers from many of our Top 100 employers and

more will be on hand to share their experience.

All of us at Stonewall are enormously proud of our network of Diversity Champions and the changes you are making every day, right across the UK. Thank you for your support and hard work in whatever way you Come Out For LGBT and here's to a fantastic year ahead.

Very best wishes,

Darren Towers
Executive Director



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Find out how your donations
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Freedom of Information

From: Stonewall <conference@stonewall.org.uk>
Sent: 31 January 2019 15:38
To: Susan Ward-Rice
Subject: Check out the programme for our London Workplace Conference

[View this email in your browser](#)



Dear Susan,

We're delighted to share the programme for our [London Workplace Conference](#) with you. We hope you'll join us at Europe's leading event on LGBT inclusion in the workplace on 26 April.

You'll have a choice of [24 CPD-accredited sessions](#). Each interactive session is led by Stonewall inclusion experts and features speakers from leading organisations. You'll leave with practical action plans and access to the latest best practice.

[View the programme](#)

This year's [programme](#):

- Is closely themed around the Workplace Equality Index enabling you to plan a day that addresses the challenges you're facing and create practical action plans
 - Includes sessions such as 'Working with limited resources', 'Empowering all staff to champion trans inclusion' and 'LGBT-inclusive line management'
 - Provides space for structured networking giving you the chance to share ideas and learn from over 1,000 professionals committed to equality at work.
-

Stonewall Diversity Champions have access to discounted tickets, which are cheaper this year for public and third sector organisations. Our early bird rate is available until 15 March so [book now](#) to save.

Best wishes,

The Stonewall Team



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 14 February 2019 14:15
To: Susan Ward-Rice
Subject: Your February issue newsletter from Stonewall

[View this email in your browser.](#)



Hi Susan,

Welcome to your February newsletter from Stonewall. In this edition, find out more about discounted tickets for our upcoming workplace conference, our new briefing for education organisations, exciting fundraising opportunities, and more!



Get your discounted London Workplace Conference tickets

We're delighted to announce the [programme](#) for our London Workplace Conference on 26 April 2019. This is Europe's leading event on LGBT inclusion and Diversity Champions like you can access [discounted tickets](#).

This year's [programme](#) includes:

- 24 CPD-accredited sessions led by Stonewall inclusion experts. Our sessions are closely themed around the Workplace Equality Index, enabling you to plan a day that addresses the challenges you're facing and create practical action plans.
- Sessions including 'Engaging allies in network group activities', 'LGBT-inclusive recruitment' and 'Creating non-binary inclusive workplaces' to help you remain leaders in the field.
- Structured networking opportunities, giving you the chance to share ideas and learn from over 1,000 professionals committed to equality at work.

Our early bird rate is only available until 15 March – don't miss it!

[Book now](#)



Delivering LGBT-inclusive Further and Higher Education

This month, we're delighted to launch the latest briefings in our series on inclusive service delivery – Further Education and Higher Education.

The briefings cover a range of essential topics for ensuring your services meet the needs of LGBT students and learners, including:

- Preventing and responding to bullying, harassment and discrimination
- Equipping services with specialist knowledge
- Reviewing your course curriculum

- Ensuring your sports programmes are inclusive

[Read our Further Education service delivery briefing](#)

[Read our Higher Education service delivery briefing](#)



[Get your colleagues involved in our Jump for Equality](#)

How many people can say they've ticked skydiving off their bucket list while supporting a cause that's close to their heart?

On **Sunday 7 April**, supporters will be joining us for our Jump for Equality and supporting Stonewall's work bringing acceptance without exception to all LGBT people in the UK and beyond.

We'd love to see your organisation represented on the day. Why not share this exciting opportunity with your colleagues, or mobilise a few members of your LGBT employee network group to take the plunge together?

[Sign up today](#)



What our Diversity Champions are up to

- **Birmingham City University** are holding a conference on 'Narrow Windows – Addressing Mental Health and Wellbeing within the LGBTQ+ Community: Nurturing Confidence and Resilience' in Birmingham on 17 May. To book and find out more [click here](#).
- WAVE is an initiative founded by [six organisations](#) – including **five Diversity Champions** – to create a network for junior LGBTQ+ professionals. You can find out more about the network's aims and objectives [here](#). They are holding a launch event on 12 February, '[LGBT+ in the Media: Changing Perceptions?](#)'.
- To mark LGBT History Month, **Lloyd's** Pride and Allies network is hosting a private screening of 'Forbidden Games: The Justin Fashanu Story' on 18 February. [Register here](#) or [email for more information](#).

If you'd like your initiative to appear here in future newsletters, please [let us know](#).

We'd also like to take this opportunity to give a very warm welcome to our new members: [Carmarthenshire County Council](#), [Carnival UK](#), [Dell Technologies](#), [Guinness Partnership](#), [House of Lords](#), [Maersk](#), [Milbank](#), [MOO](#), [National Air Traffic Service](#), [Northern Ireland Assembly](#), [Novartis](#), [Ravensbourne University London](#), [The Action Group](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Coming up

1 March

Trans Allies programme

London

A one-day personal and professional development programme helping staff step up as allies to trans people.

[Find out more](#)

7 March

Scotland Workplace Equality Index awards

Glasgow

Join us in celebrating and supporting the organisations and individuals who have made significant contributions to the Scottish LGBT landscape over the past 12 months.

[Find out more](#)

21 March

Inclusive Service Delivery programme

Bangor

One-day programme aiming to inform the work service delivery organisations are doing to provide inclusive services and to empower staff to take action to implement good practice.

[Find out more](#)

19 March

Role Models programme

London

A one-day personal and professional development programme giving individuals the opportunity to explore what it means to be a role model and the space to identify how they are going to create an inclusive environment for everyone.

[Find out more](#)

28 March

Allies programme

London

A one-day personal and professional development programme helping staff step up as allies to LGBT people.

[Find out more](#)

26 April

London Workplace Conference

London

A limited number of early bird tickets are now available for our workplace conference on 26 April. Join over 800 professionals to learn and share ways to make your workplace a leader in LGBT inclusion.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Darren Towers

Executive Director

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 12 March 2019 14:01
To: Susan Ward-Rice
Subject: Your March issue newsletter from Stonewall

Follow Up Flag: Follow up
Due By: 19 March 2019 10:00
Flag Status: Completed

[View this email in your browser.](#)



Hi Susan,

Welcome to your March newsletter from Stonewall. In this edition, find out how to help us improve our Workplace Equality Index, how Diversity Champions celebrated LGBT history month, and how to take part in upcoming Stonewall events.



Have your say on the future of the Workplace Equality Index

At Stonewall we're always looking for ways to improve our work and to hear from you

about how we can do that. With that in mind, we're asking for your feedback on the Workplace Equality Index and Top 100 Employers list. This will help us identify the next steps for our benchmarking work.

We're seeking to evaluate the strengths and weaknesses of the Workplace Equality Index. We also want to learn more about how leading employers assess their progress and engage their teams with LGBT inclusion.

Your experiences and ideas are very important to us. We'd be grateful if you would [complete our short survey](#) and share your feedback. The survey takes just ten minutes to complete. You can even complete it if your organisation has never submitted to the Workplace Equality Index.

The deadline for responding to the survey is **5pm GMT on 11 April 2019**.

[Take the survey](#)



[Learn and share best practice at our London Workplace Conference](#)

The early bird rate for our upcoming London Workplace Conference ends this week so [book now](#) to take advantage of the discounts available for Diversity Champions.

Europe's leading conference on LGBT inclusion in the workplace takes place on 26 April. The event is a unique opportunity to network with over 1000 professionals from leading organisations to learn and share best practice on LGBT inclusion.

This year's [programme](#) includes:

- 24 CPD-accredited sessions led by Stonewall inclusion experts. Our sessions are closely themed around the Workplace Equality Index, enabling you to plan a day that addresses the challenges you're facing and create practical action plans.
- A trans inclusion stream of three sessions to help you create a more trans-inclusive workplace.
- Structured networking opportunities, giving you the chance to share ideas and learn from over 1,000 professionals committed to equality at work.

Our early bird rate is only available until 15 March – don't miss it!

Sign up today



What our Diversity Champions are up to

- Alongside the implementation of a new Trans and Gender Identity Policy, **The Pensions Regulator** held an event exploring experiences of a family member transitioning, transitioning in the workplace and of trans people in Brighton. This came out of a real collaborative effort between HR, the LGBT+ Network, senior leaders and external partners.
- To celebrate LGBT history month, **Historic Environment Scotland** [flew rainbow flags](#) at 14 castles and historic sites.
- The **General Medical Council** held a panel discussion about the experiences of LGBT people who are BME, disabled, bi, trans, and of faith, and how to prevent discrimination within LGBT communities.

If you'd like your initiative to appear here in future newsletters, please [let us know](#).

We'd also like to take this opportunity to give a very warm welcome to our new

members: [Alstom](#), [Britvic](#), [Camden and Islington NHS Foundation Trust](#), [FinTrU](#), [First Trust Bank](#), [GVC Holdings Ladbrokes Coral](#), [Next](#), [University of Huddersfield](#), [Slater and Gordon Lawyers](#), [Société Générale](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Come Out For LGBT to celebrate Stonewall's anniversary

It's our 30th anniversary this year and we'd love you to join the celebrations. In April we'll be launching a toolkit full of brilliant ideas, tools and templates that support you to hold an event for LGBT equality. Keep your eyes peeled – there'll be more to come soon!



Coming up

21 March

Inclusive Service Delivery programme

Bangor

One-day programme aiming to inform the work service delivery organisations are doing to provide inclusive services and to empower staff to take action to implement good practice.

[Find out more](#)

19 March

Role Models programme

London

A one-day personal and professional development programme giving individuals the opportunity to explore what it means to be a role model and the space to identify how they are going to create an inclusive environment for everyone.

[Find out more](#)

28 March

Allies programme

London

A one-day personal and professional development programme helping staff step up as allies to LGBT people.

[Find out more](#)

5 July

Children and Young People Conference

London

Hear from 100 young people aged 14-18 on what being an ally means, and join our conference on best practice on LGBT inclusion throughout education and service provision.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Darren Towers

Executive Director

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 25 March 2019 10:16
To: Susan Ward-Rice
Subject: RE: Stonewall EWI meeting - 14 March 2019

Hi Susan,

Thanks for getting back to me, I hope you had a good weekend. Yes, I can imagine there is lots going on to prepare for the change on April 1st!

How about 7th or 8th May?

I understand about the conference, thanks for letting me know. If in the future you ever need assistance with a business case for conference tickets or other such things, do let me know. As for awards, there will be e-awards taking place for the South West region, and as and when we have more information on this it will be sent out.

Many thanks,

[REDACTED]




[REDACTED]

[Pronouns:](#) [REDACTED]



The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

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From: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Sent: 22 March 2019 19:20
To: [REDACTED] <[REDACTED]@stonewall.org.uk>

Cc: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: Stonewall EWI meeting - 14 March 2019

Hi [REDACTED]

Welcome, hope you are settling in well. Apologies for the delay in responding, we are currently in the process of becoming a new council on the 1 April, and everything is a little manic at the moment!

In terms of meeting up the end of April/early May is good for us, could we avoid Thursday 2 May, as local elections will be taking place and Thursday 9 May as councillor induction will be happening. Do you want to send some dates to get the ball rolling?

Unfortunately, although I would very much like to attend the conference, our budget won't allow us, I did receive an email about the regional awards but this was for ceremonies taking place in the north west, is there a date planned for the south west?

Look forward to catching up.

Regards

Susan

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 19 March 2019 17:48
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Cc: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: Stonewall EWI meeting - 14 March 2019

Hi Susan,

I hope you are well. As [REDACTED] previously explained, I'm emailing to introduce myself as your new client account manager. My name is [REDACTED] and I will be your dedicated point of contact at Stonewall.

I'm happy to wait to hold the WEI feedback meeting until after Easter if that best suits you. I then think that will be a good opportunity to discuss future WEI submission in regards to what work / evidence you submit as the new Dorset Council.

The week after Easter I won't be able to meet as I will be preparing for our London Workplace Conference which takes place on Friday 26th April. It's Europe's leading event on LGBT inclusion in the workplace and it would be great to see you there. [The programme](#) for the London Workplace Conference is closely aligned with the WEI and there are 24 different breakout sessions to choose from.

As a Diversity Champion you get exclusive access to discounted tickets, which can be booked [on our website](#). Let me know if you have any queries about the conference.

Perhaps we can find a time to meet at the end of April / start of May, how does that sound?

I look forward to working with you and the new Dorset Council going forward.

Best wishes,

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]



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From: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Sent: 07 March 2019 12:20
To: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: Stonewall EWI meeting - 14 March 2019

Hi [REDACTED]

Thank you for being so understanding, it is quite manic at the moment as we head closer to the formation of the new council, so I think changing the date will also give people some breathing space to think properly about our entry in Stonewall.

That's fine for the new account manager to liaise with me, I think if we could hold the meeting after Easter, that would be really helpful.

The name of the new council will be Dorset Council, so the invoice for payment for this year would need to be altered to Dorset Council, can you or the account manager arrange this?

Regards

Susan

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 05 March 2019 10:31
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Subject: RE: Stonewall EWI meeting - 14 March 2019

Hi Susan,

Thanks for your email – and apologies for not getting back to your earlier query.

Sorry to hear that that time no longer works for you – it is a shame, as I will be in the area to see another organisation, but totally understandable. Yes, we can reschedule. I'm fully booked up until the second week of April. However, next week we will be introducing you to your new account manager – and they should have more availability than me. Is it ok if I ask them to liaise with you directly next week?

Re the merger, that's a very good question. Can I please get back to you to confirm definitively? My colleague who manages the index is out at a meeting. My gut says that you should be able to include work done by the composite organisations (as long as it's in the specified timeframe), but it would also mean that questions that ask for completion rates (training, monitoring) would have to include the staff populations of all the organisations too.

Will the name of the council be changing at all? And is there anything else that you would need to us to change on our CRM to reflect the merger?

Best wishes

[Redacted]

[Redacted]

Pronouns: [Redacted]

I am one of those people who likes to work flexibly. I'm sending this email now because it suits how I balance my working hours. So, I don't expect that you will read, respond to, or action this email outside of the hours that work for you.



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From: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Sent: 04 March 2019 12:22
To: [Redacted] <[Redacted]@stonewall.org.uk>
Subject: Stonewall EWI meeting - 14 March 2019

Dear [REDACTED]

We are scheduled to meet on the 14 March for our feedback meeting, is it possible to re-schedule the meeting?

I apologise for this, however, we are currently in the process of working towards becoming a new council as such a number of changes are taking place including a transitional re-structure which affects a number of people I had invited to the meeting on the 14th, they instead will be attending a manager's forum regarding the re-structure. If it is possible to re-schedule, please could you suggest some dates/times that you would be available?

In addition, I raised a query in my last email on the 16 January regarding our entry this year, as Dorset County Council will not exist from the 1 April – a new council will be formed consisting of the former councils in Dorset (i.e. district, boroughs and the county council). As such, if we enter this year, are we allowed to include in our entry work that has taken place in any of the other councils?

Also, has a new Client Account Manager been recruited to support us?

I look forward to hearing from you.

Regards

Susan

**Corporate
Development**
Chief Executives
County Hall
Colliton Park
Dorchester
Dorset
DT1 1XJ

Susan Ward-Rice
Diversity & Inclusion Officer

☎ [REDACTED] (ext) ☎ [REDACTED] (int)

✉ susan.ward-rice@dorsetcc.gov.uk



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Freedom of Information

From: Accounts <Accounts@stonewall.org.uk>
Sent: 05 April 2019 12:47
To: Susan Ward-Rice
Cc: [REDACTED] Memberships Finance
Subject: Stonewall Diversity Champions Invoice 58763



Dear Susan

Please find attached your invoice for membership of Stonewall's Diversity Champions programme. We'd be grateful if you could acknowledge receipt.

We'd also like to draw your attention to our [terms and conditions](#), which require payment to be made within 30 days of receiving the invoice.

- If this invoice has been sent to the wrong contact, please advise us via [email](#) as soon as possible of the appropriate contact
- If you require a purchase order number to be quoted and it has not been included, please [let us know](#) this number and the invoice will be amended.

For any other questions regarding the invoice, contact us by [email](#) or contact the Memberships team on [REDACTED].

Many thanks for the support you have given Stonewall through membership of our Diversity Champions programme. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Warm regards,
Stonewall Finance team

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 05 April 2019 14:16
To: Susan Ward-Rice
Subject: Your April issue newsletter from Stonewall

[View this email in your browser.](#)



Hi Susan,

Welcome to your April newsletter from Stonewall. In this edition, find out how to help us improve our Workplace Equality Index, an exciting job opportunity, and what other Diversity Champions got up to over the past month.



Book your London Workplace Conference tickets before they're gone

With less than a month until our [London Workplace Conference on 26 April 2019](#), we hope you'll join us at Europe's leading conference on LGBT inclusion in the workplace.

You'll get to choose from **24 CPD-accredited sessions** which are designed and delivered by Stonewall inclusion experts and feature speakers from leading organisations who'll be

sharing their best practice on LGBT inclusion.

Our programme is aligned with the [Workplace Equality Index](#) and includes a dedicated trans inclusion stream, with sessions such as Empowering all staff to champion trans inclusion and Creating a non-binary inclusive workplace.

We're also launching our new delegate engagement app, providing you with the unique chance to share ideas and network with over 1,000 professionals before, during and after the conference.

Diversity Champions like you can access discounted tickets, so book now to save.

Book your tickets now



Remember to have your say on the future of the Workplace Equality Index

We want to hear your feedback on the **Workplace Equality Index** and **Top 100 Employers** list. This will help us identify the next steps for our benchmarking work.

We'd be grateful if you would [complete our short survey](#) and share your thoughts and ideas. The survey takes just ten minutes to complete, and you can complete it even if your organisation has never submitted to the Workplace Equality Index.

The deadline for responding to the survey is **5pm GMT on 11 April 2019**.

Take the survey



Share an exciting job opportunity with your networks

We are currently recruiting for an interim Chief Operating Officer to join Stonewall. This is a one-year position to oversee the smooth running of the organisation during a transitional leadership period. This is a great secondment opportunity, and you or someone you know might be the perfect candidate for the role!

We'd love to see you circulate the post internally and through any other suitable networks you might have access to.

[Find out more and apply](#)



What our Diversity Champions are up to

- This month, **Rolls-Royce** hosted an Inter Engineering [workshop](#) looking at bi visibility, mental health within the bi community, and ways to better support bi

colleagues. They were joined by representatives from a number of Engineering companies, as well as the Inclusion Initiative and senior role models from Rolls-Royce.

- **The Prince's Trust** created and [shared a video](#) in partnership with It Gets Better UK to showcase the voices and experiences of their LGBT staff, as well as LGBT young people they support as part of their work.

If you'd like your initiative to appear here in future newsletters, please [tell us more about it](#).

We'd also like to take this opportunity to give a very warm welcome to our new members: [B&Q](#), [BMT Global](#), [Cancer Research UK](#), [City of London Corporation](#), [Civil Aviation Authority](#), [The Coal Authority](#), [Coleg Cambria](#), [Hywel Dda University Health Board](#), [Hewlett Packard Enterprise](#), [LifeScan Scotland](#), [London Metropolitan University](#), [Mizuho International](#), [National Composites Centre](#), [Nuclear Decommissioning Authority](#), [Priory Group](#), [Qualifications Wales](#), [Royal Berkshire NHS Foundation Trust](#), [RSVP](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Coming up

17 April

Allies Programme

Cardiff

A one-day personal and professional development programme helping staff step up as allies to LGBT people.

[Find out more](#)

26 April

London Workplace Conference

London

Learn best practice, expand your network and be inspired at this flagship event. Ideal for senior business leaders, HR and diversity professionals, LGBT staff and allies.

[Find out more](#)

26 April

Lesbian Visibility Day

Global

A day to celebrate and raise awareness of lesbian communities and culture.

[Find out more](#)

17 May

International Day Against Homophobia, Biphobia and Transphobia

Global

Justice and Protection is this year's theme, looking at how we can keep the most vulnerable in our communities safe.

[Find out more](#)

6 June

Allies Programme

Manchester

A one-day personal and professional development programme helping staff step up as allies to LGBT people.

[Find out more](#)

12 June

Role Models Programme

Manchester

A one-day personal and professional development programme giving individuals the opportunity to explore what it means to be a role model and the space to identify how they are going to create an inclusive environment for everyone.

[Find out more](#)

5 July

Children and Young People Conference

London

Hear from 100 young people aged 14-18 on what being an ally means, and join our conference on best practice on LGBT inclusion throughout education and service

provision.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Darren Towers

Executive Director

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 08 May 2019 13:01
To: Susan Ward-Rice
Cc: Memberships
Subject: RE: Celebrate Stonewall's 30th birthday with us

Hello Susan,

Thanks for getting in touch about our 30th birthday campaign. I think our campaigns team are just adding the final touches to our Out of Home photos, but I will get in touch with them and make a note to send you through the files when they are ready. Are the TV screens you mention used for externally facing ad campaigns? If so it would be great to get that exposure.

If they are internal TV screens it would still be good to use for an impact on your staff. I also think that holding an Equali-tea and using some of the resources we have put together would be great to raise internal awareness.

We've put together a [toolkit on the 'My Diversity Champions'](#) portal where you can see tips for holding your own Equali-tea event, practical tools and resources to use on the day, and a timeline of 30 LGBT moments from the last 30 years.

There are posters, a rainbow cake recipe, bunting and flags, as well as a whole PowerPoint presentation with space for you to add your own personal moment from the past 30 years – I think this PowerPoint would be good to use on internal screens too.

An Equali-tea is a great excuse to drink tea and eat cake with your colleagues (think Macmillan Coffee Morning), but it's also a brilliant opportunity to:

- Raise awareness of LGBT history
- Celebrate LGBT inclusion in the workplace
- Engage colleagues in your own LGBT initiatives
- Fundraise to support our work to achieve acceptance without exception

An Equali-tea can be whatever type of event that suits you – it could be a lunchtime cake sale, a Pride celebration or a more formal event with speakers and a panel discussion. It could simply be an awareness raising session, or you could also use it as a chance to fundraise for Stonewall. Let me know if you have any initial thoughts and we could discuss further when we meet in a couple of weeks.

There is no fixed date for an Equali-tea, so you can arrange it whenever works best in your organisation, but here are some suggested dates you could tie it in with:

- Stonewall's birthday – 24 May
- LGBT Pride Month – all of June
- National Coming Out Day – 11 October
- Human Rights Day – 10 December

I look forward to hearing your plans! Let me know if you've got any questions and I'll be happy to help.

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]



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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 08 May 2019 11:58

To: Memberships <memberships@stonewall.org.uk>

Cc: [REDACTED] <[REDACTED]@stonewall.org.uk>

Subject: RE: Celebrate Stonewall's 30th birthday with us

Hi

Please could you send the files for the Out of Home campaign, as I may be able to use them on our TV screens.

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Improvement

Dorset Council

[REDACTED]
susan.ward-rice@dorsetcouncil.gov.uk

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dorsetcouncil.gov.uk/e-newsletter

From: Stonewall <memberships@stonewall.org.uk>

Sent: 24 April 2019 13:18

To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>

Subject: Celebrate Stonewall's 30th birthday with us

[View this email in your browser.](#)

Hi Susan,

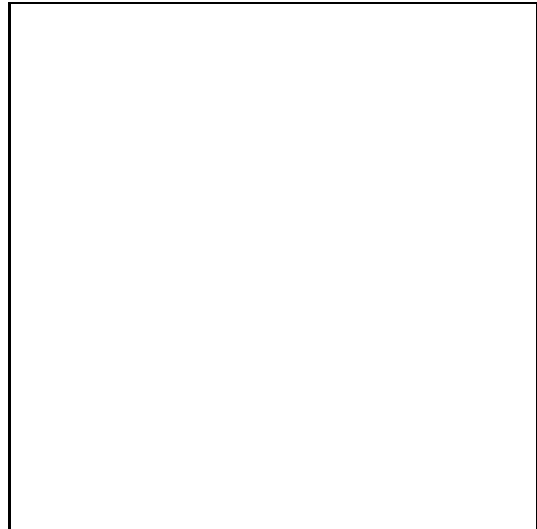
Stonewall was founded 30 years ago by a group of people who wanted to break down barriers to equality.

Back in 1989, a piece of legislation called Section 28 had just been passed. It effectively banned conversations about same-sex relationships in school, forcing LGBT teachers into the closet or out of a job and scarring a generation of young LGBT people.

Stonewall was created to fight this discrimination. Over the past 30 years we've made a big difference to the lives of LGBT people here and around the world. In the UK, the LGBT movement has won employment rights. Parenting rights. Partnership rights. An equal age of consent.

To celebrate this, we've picked our favourite 30 moments of equality and we'll be highlighting these 'star' moments throughout this year, as well as asking people to share their hopes for the future.

There's lots for us to celebrate – but there's also lots for us to do before we achieve our mission of acceptance without exception.



Join us in celebrating equality and working towards a world where everyone is free to be themselves.

- **Show your support on social media** – by saying Happy Birthday on 24 May! Use the hashtags #Stonewall30 and #ComeOutForLGBT and [download our sharing graphic here](#).
- **Host an Equali-tea** – we've created a toolkit for Diversity Champions, with tips and resources for hosting your own. Equali-teas are a great way to raise awareness of LGBT history, celebrate LGBT inclusion in the workplace, engage colleagues in your own LGBT initiatives, and fundraise to support our work to achieve acceptance without exception – all while enjoying delicious cake! [Access the toolkit on My Diversity Champions](#).

- **Display our out-of-home campaign** – we'll have eight beautifully shot images that celebrate some of our star moments, from marriage equality to repealing Section 28. If you have advertising space where these can be hosted, please let us know and we can provide the files.

Note: if you have teams or offices in Northern Ireland that are keen to get involved, we'd encourage them to support our friends at The Rainbow Project who are celebrating their 25th anniversary this year. The Rainbow Project are Northern Ireland's largest LGBT organisation and we're proud to partner with them. For more information contact:

 [@stonewall.org.uk](mailto: [REDACTED]@stonewall.org.uk)

I also want to send a heartfelt thanks. It's your work and your commitment that help create a world where everyone is accepted without exception. Thank you for helping change the lives of LGBT people. As ever, your account manager is on hand to answer any questions.

Very best wishes,

Ruth Hunt
Chief Executive



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From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 20 May 2019 17:01
To: Susan Ward-Rice
Subject: Stonewall WEI feedback meeting

Hello Susan,

I'm looking forward to our WEI feedback meeting this Wednesday. I just wanted to make sure you had a copy of the feedback report in advance of the meeting, [REDACTED] may have sent you a copy before I became your account manager. I've attached a PDF copy to this email just in case.

I would recommend printing a copy for those in attendance so that we can all follow it together during the meeting. If you could let me know those attending on Wednesday that would also be good.

Many thanks,

[REDACTED]




[REDACTED]

[Pronouns:](#) [REDACTED]



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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 28 May 2019 17:17
To: Susan Ward-Rice
Subject: WEI feedback follow up
Attachments: Securing senior buy-in.pdf; Standing up for LGBT inclusion - a guide for senior champions.pdf

Dear Susan,

Thanks for your time last week at the WEI feedback meeting, I hope it was useful for everyone and it was good for me to hear about some of the great work that is going on and also to understand a bit more about the specific challenges faced by Dorset Council (especially within the context of the merger).

A few follow up points from our meeting:

- Here are the [LGBT Workplace Stories](#) which you can use internally, or use as a template for your own internal role models
- I have attached our resources for senior leaders which will be useful tools for further engaging your SMT
- I will reach out to other local authorities who have had problems with (and are overcoming) declaration rates when it comes to sexual orientation and then aim to put them in contact with you
- Please see below our best practice monitoring questions:

What best describes your gender?

- Female
- Male
- Prefer to self-describe [with a free-text space]
- Prefer not to say

Do you identify as trans?

- Yes
- No
- Prefer not to say

What is your sexual orientation?

- Bi
- Gay/lesbian
- Heterosexual/straight
- Prefer to self-describe [with a free-text space]
- Prefer not the say

Let me know if you have any queries and if you would like me to follow up on anything else at the moment.

Best wishes,

[REDACTED]




[REDACTED]

[Pronouns:](#) [REDACTED]



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 29 May 2019 10:44
To: Susan Ward-Rice
Subject: Speak up for Trans Equality

[View this email in your browser.](#)



Hi Susan,

The UK Government Equalities Office is preparing to release the findings of the Gender Recognition Act (GRA) consultation. As it decides what to do next, now is the time to keep the pressure up to ensure legal recognition for trans people is achieved.

Two years ago, the Prime Minister pledged to reform the GRA so trans people could gain legal recognition without a demeaning, lengthy and expensive process.

Last year, tens of thousands of us responded to the UK Government's consultation, showing our support for better legal recognition for all trans people.

As the UK government decides how to move forward with the reforms, they need to know they can count on the support of MPs when it comes to passing the law in Parliament.

That's where we all come in. Most politicians won't know much about trans people's experiences. They might not feel confident expressing their support. They need to hear from us, whether we are trans or cis, and hear why legal recognition for trans people matters so much.

As a Stonewall Diversity Champion, we're asking for you to extend your support for trans equality in whatever way you can.

So what *can* your organisation do?

We have two suggested actions that your organisation can take:

- **If you can, please ask your LGBT network and allies to take five minutes to [write to their MPs today](#).** We're asking MPs to show support for trans equality and asking them to write to the Prime Minister and the Minister for Women and Equalities to show their support. Where possible, it's important that your networks do this too.
- **Continue to show your support for trans equality in whatever way you can.** Pride season is also just around the corner and many of you will be helping us [celebrate Stonewall's 30th birthday](#) with us this summer. For any upcoming events, consider how you can encourage people to [Come Out for Trans Equality](#).

[Visit our website](#) for more information about the GRA.

Thank you for continued support.

Paul Twocock

Executive Director of Campaigns and Strategy



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Freedom of Information

From: [REDACTED] <memberships@stonewall.org.uk>
Sent: 04 June 2019 12:40
To: Susan Ward-Rice
Subject: Stonewall Workplace Equality Index 2020: Open for submissions

Dear Susan,

I'm getting in touch to let you know that the 2020 Stonewall Workplace Equality Index is now open!

The 2020 Workplace Equality Index: open for Submissions

The Workplace Equality Index is the UK's leading tool for benchmarking LGBT inclusion in the workplace. It's a framework to help you create more inclusive workplaces. Taking part is the best way to make the most of your organisation's Diversity Champion membership.

It doesn't matter whether you answer all the questions or just a few. Taking part means:

- o We'll review and evaluate all the LGBT inclusion work you're doing
- o We'll analyse your employees' opinions and attitudes through the staff feedback questionnaire
- o We'll create a feedback report for you with scores, comments and survey findings
- o We'll run a feedback session – either face to face or over the phone – on the great things you're doing and, most importantly, where you can improve.

The top scoring 100 entrants will be celebrated when we launch our annual [Top 100 Employers](#) report in January 2020.

The submission deadline is midnight **Monday 9 September 2019** and we will not be able to accept any late entries. Make sure you've got a project team raring to go and set some internal deadlines over the summer.

[FIND OUT MORE](#)

[START YOUR SUBMISSION](#)

The Staff Feedback Questionnaire

Part of the Workplace Equality Index is a staff feedback questionnaire. The survey assesses the impact of organisational practice on LGBT inclusion in your workplace. The results of the survey are worth 10% of the total available points for your submission.

Important note: when you send the survey to your employees, you should also provide your organisation's 4-digit code. This is a unique identifier which ensures your employees responses are assigned to your organisation. Your survey code is: [REDACTED] and the survey [can be found here](#).

Free empowerment programme for early entrants

All Diversity Champions that submit to the Workplace Equality Index before 9 August 2019 will receive a free place on our digital allies programme in January.

New bi-specific questions

In the 2019 Index, we've added some new bi-specific questions covering topics such as network group activity, allyship and monitoring.

These new questions will not affect your score. However, answering the bi-specific questions will help you self-assess and improve your initiatives, and will help Stonewall to showcase best practice. While the questions won't affect your 2020 score, they could help you win Stonewall's 2020 Bi-Inclusive Workplace award.

Best of luck and remember that the Stonewall team is on hand to answer any questions!





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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 04 July 2019 17:57
To: Susan Ward-Rice
Subject: RE: Dorset Council Facebook page

Hi Susan,

It's good to hear from you and I hope you're well.

Thanks for the update and I took a quick look on Facebook. Although I try to avoid reading too many of these comments, it's great as you said to see so many people step up and defend Dorset Council for doing the right thing, and it was also a great response that I saw from the Dorset Council account – great work 😊

I've actually got a note in my diary to touch base with you next week because I've had success on connecting you up to other local authorities that have had success with increasing declaration rates. I'll be able to send you through the contacts for someone to chat to about this and I think it could really help. I'll send it all through next week – with our Children and Young People's Conference tomorrow and Pride in London on Saturday there is a lot on but I'll have more time next week.

Best wishes,

[REDACTED]

[REDACTED]

[Pronouns:](#) [REDACTED]

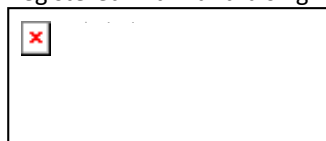


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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 04 July 2019 15:07

To: [REDACTED] <[REDACTED]@stonewall.org.uk>

Subject: Dorset Council Facebook page

Hi [REDACTED]

I hope all is well, apologies, that I have not been in touch since our meeting, but thank you for a really useful meeting and some good feedback. Unfortunately, I have been caught up in other pieces of work, and not had chance to start looking at our submission, but I have started to put some time aside from next week, so I may be in touch more!

I just wanted to share with you, we recently temporarily updated our logo (Dorset Council @DorsetCouncilUK) to include the rainbow to celebrate Stonewall last weekend, but also in preparation for the first Pride event in Dorset at the end of July. On Facebook, there has been a number of comments about this, on the whole we have had some really positive feedback, there have been a few persistent 'complainers', who have been challenged by other members of the public!

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Improvement

Dorset Council

[REDACTED]
susan.ward-rice@dorsetcouncil.gov.uk

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From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 11 July 2019 11:33
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Cc: [REDACTED]@nottscc.gov.uk; [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: Stonewall - self declaration monitoring rates

Hello Susan,

I hope you are well, I'm pleased to introduce you to [REDACTED], the [REDACTED] at Nottinghamshire County Council. I have also copied in [REDACTED], their account manager.

[REDACTED], Susan Ward-Rice is the Diversity & Inclusion Officer at Dorset Council.

Nottinghamshire have had success in increasing self-declaration rates for sexual orientation among staff, and I thought it would be useful to put you in touch with each other as [REDACTED] has kindly agreed to share any tips / best practice with you.

Please don't hesitate to let me know if I can be of any further help at this stage.

Best wishes,

[REDACTED]

[REDACTED]

[Pronouns:](#) [REDACTED]



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From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 11 July 2019 11:44
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Cc: [REDACTED]@sheffield.gov.uk; [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: Stonewall - self-declaration monitoring rates Sheffield Council

Hello Susan,

I hope you are well, I'm pleased to introduce you to [REDACTED] from the Policy and Organisational Development team at Sheffield City Council. I have also copied in [REDACTED], their account manager.

[REDACTED], Susan Ward-Rice is the Diversity & Inclusion Officer at Dorset Council.

Sheffield have had success in increasing self-declaration rates for sexual orientation among staff, and I thought it would be useful to put you in touch with each other as [REDACTED] has kindly agreed to share any tips / best practice with you.

Please don't hesitate to let me know if I can be of any further help at this stage.

Best wishes,

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]



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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 09 August 2019 09:43
To: Susan Ward-Rice
Subject: RE: Procurement query re: Stonewall Submission

Hello Susan,

Great to hear that your chat with [REDACTED] was useful.

So in the Workplace Equality Index, the procurement section looks at four things – training / guidance for the procurement team, the tendering process, contract monitoring and collaboration with suppliers. So in answer to your query, yes we look at the whole cycle of procurement and how you can promote LGBT equality throughout. I've copied the questions from Section 7 Procurement in the 2020 WEI below for your reference:

7.1 Does the organisation train or give guidance to the person/team responsible for procurement around diversity and inclusion outcomes, inclusive of LGBT equality?

GUIDANCE: Examples can include information booklets, programmes or training, but must explicitly mention LGBT equality in relation to procuring services.

Yes
No

Describe the role or team responsible for procurement (Max 200 words).
Describe the diversity and inclusion training or guidance they receive (Max 500 words).

7.2 Before awarding a contract, does the organisation scrutinise the following in the tender process? Tick all that apply.

GUIDANCE: Although it would be best practice, these criteria do not need to be deciding factors when awarding contracts. They should however still be scrutinised and appropriate action taken if the contract is awarded.

- A. Whether the potential supplier has a policy which explicitly bans discrimination/bullying and harassment based on sexual orientation or gender identity
- B. Whether the potential supplier has equality training which is explicitly inclusive of sexual orientation and gender identity
- C. None of the above

Describe the options selected below (Max 500 words per option).

7.3 Once a contract is awarded, how does the organisation hold the supplier to account? Tick all that apply

GUIDANCE: The slot in supplier monitoring meetings does not have to be specifically for LGBT related issues, but should be inclusive of them.

- A. Include a broad diversity and inclusion slot in contract monitoring meetings inclusive of LGBT issues
- B. Monitor and analyse LGBT related feedback on supplier
- C. None of the above

Describe the options selected below (Max 500 words per option).

7.4 In the past year, how has the organisation engaged or collaborated with its suppliers? Tick all that apply. Tick all that apply.

GUIDANCE: Joint LGBT diversity and inclusion training can also include sharing training with your suppliers.

- A. Joint LGBT diversity and inclusion training
- B. Invite suppliers' employees to take part in LGBT employee network group events
- C. Joint community outreach projects targeting LGBT people
- D. Share best practice and policy around LGBT inclusion
- E. None of the above

Describe the options selected below (Max 500 words per option).

I hope this helps, feel free to get back to me with any queries from you or the procurement team.

Best wishes,

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]






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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 08 August 2019 16:39

To: [REDACTED] <[\[REDACTED\]@stonewall.org.uk](mailto:[REDACTED]@stonewall.org.uk)>

Subject: Procurement query re: Stonewall Submission

Hi [REDACTED]

Hope all is well. I spoke with [REDACTED] from Sheffield last week, which was really useful, so thank you for arranging that contact. I was interested to hear that they scored very high on procurement and I am hoping to speak the Procurement Officer about that, but on having a chat with our Head of Procurement – we have a query, is the section in the Stonewall submission purely focussed on Procurement or does pick up the whole commissioning cycle and contract management i.e. the life of a contract?

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Improvement

Dorset Council

[REDACTED]

susan.ward-rice@dorsetcouncil.gov.uk

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 10 September 2019 11:26
To: Susan Ward-Rice
Subject: Your September newsletter from Stonewall

[View this email in your browser.](#)



Hi Susan,

Welcome to your September newsletter from Stonewall. In this edition, find out more about Bi Visibility Day, the Workplace Equality Index staff survey, our Manchester Workplace Conference, and more!



Celebrate Bi Visibility Day this 23 September

It's almost time for Bi Visibility Day, and we hope you'll be celebrating it with us! This is a great opportunity to remind your bi employees, customers and service users that they are valued and celebrated, and that your organisation won't tolerate any forms of biphobia.

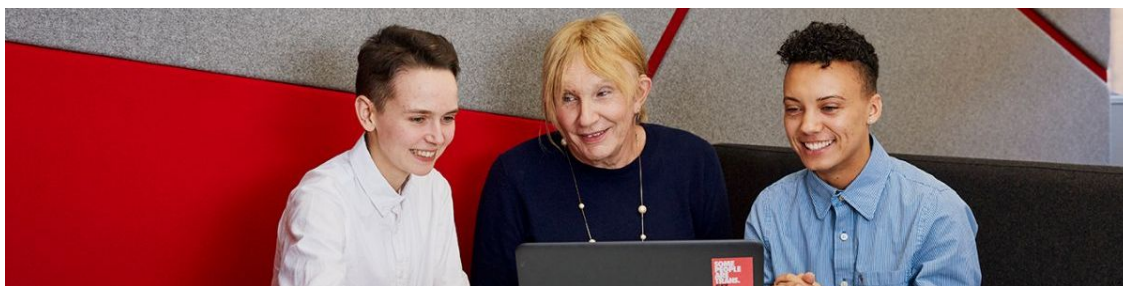
We've put together some useful articles and resources for you to read, share, and use to promote and celebrate bi inclusion:

Read our last Bi Visibility Day blog post

Find out about our Bi Inclusive Workplace of the Year 2019

Read about our Bi Role Model of the Year 2019

Share Amy, Pierrette and Stella's stories of being bi in the workplace



Don't forget to take part in our Workplace Equality Index staff survey

Submissions are now closed for our 2020 Workplace Equality Index — congratulations and thank you to every organisation who took part! Our team will be working hard to review your submissions over the next few months, but there's still one more thing you can do.

Part of the Workplace Equality Index is [a survey](#) for your team and the results are worth 10% of the points in the Index. The survey is open until midnight BST on Friday 1 November. Contact memberships@stonewall.org.uk if you would like to request your organisation's 4-digit code or template materials for promoting the survey.

Access the 2020 staff survey



Our Manchester Workplace Conference 2019: your last chance to get tickets

We're counting down the days until Stonewall's Manchester Workplace Conference.

Stonewall's workplace conferences are the UK's leading events on LGBT equality and inclusion. Our CPD-accredited Manchester conference on 27 September 2019 is a unique opportunity to learn and share ways to advance LGBT inclusion in the workplace.

Don't miss out on the chance to:

- **Learn best practice** on workplace inclusion in our 12 CPD-accredited interactive breakout sessions led by Stonewall experts and featuring leading organisations. View the programme [here](#).
- **Expand your network** amongst over 300 professionals from the UK's leading employers, including senior leaders, diversity professionals, network groups, LGBT staff and allies.
- **Be inspired** by our speakers who'll share their experience and expertise to help you build practical action plans that make lasting change.

Diversity Champions like you can access discounted tickets, so don't miss out!

Book now



What our Diversity Champions are up to



Hundreds of [Morson International](#) contractors working on the UK rail network [were offered Rainbow Laces for their safety boots](#) in celebration and support of the LGBT community. In addition to this uniform change, the workers are being thoroughly briefed on the meaning behind the laces, whilst also receiving new training in diversity and inclusion.

If you'd like one of your initiatives to be celebrated here in future newsletters, please [tell us more about it](#).

We'd also like to take this opportunity to give a very warm welcome to our new members: [Automattic Inc.](#), [Babcock International](#), [Beyond](#), [Cundall](#), [Danske Bank](#), [Henry Howard Finance Group](#), [London Borough of Barking & Dagenham](#), [Midlands Partnership NHS Foundation Trust](#), [NHS Bristol](#), [North Somerset & South Gloucestershire CCG](#), [OC & C Strategy](#), [Orsted](#), [Queen's University Belfast](#), [Thales Ltd.](#), [XPS Pensions Group](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Stand Up Sessions: Get your networks on board

Our annual comedy show is coming back in October! This event is a great opportunity to engage, reward and bring together your LGBT and allies networks. With a stellar line-up of LGBT comedians, ticket sales will go towards funding our LGBT inclusion work.

We've put together a summary for you to share with your colleagues and wider professional networks:

"Join us on the 21 October for this year's Stonewall Stand Up Sessions. We're returning to legendary Leicester Square venue The Comedy Store for a night of side-splitting hilarity to raise money for our work towards achieving acceptance without exception. Suzi Ruffell will be back on the mic as our incomparable compere, kicking off the show with a line-up that's overflowing with some of the UK's very best LGBT comedic talents!

You can find out more about Stand Up Sessions and buy your tickets [here](#). What're you waiting for? [Grab one before they're gone!](#)"

Book your place here



Rainbow Laces 2019: Save the date!

Our Rainbow Laces campaign promoting LGBT inclusion in sport and physical activity is coming back this November and December, culminating on **27 November** for Rainbow Laces Day!

There are plenty of ways you, your organisation and your colleagues can get involved, and help us make sport everyone's game. To find out more, please contact your account manager.



Coming up

19 September

Role Models Programme

Birmingham

A one-day personal and professional development programme giving individuals the opportunity to explore what it means to be a role model and the space to identify how they are going to create an inclusive environment for everyone.

[Find out more](#)

27 September

Manchester Workplace Conference

Manchester

Our conference bringing together more than 300 delegates to learn and share ways to make your organisation inclusive of all LGBT staff, suppliers, customers and service users.

[Find out more](#)

13 - 15 November

Leadership Programme

London

This two-day residential programme brings together senior leaders who identify as LGBT from across a range of sectors and industries. You will reflect on what it means to be an authentic leader and explore how to create a more inclusive culture within your organisation.

[Find out more](#)

29 November

Scotland Workplace Conference

Edinburgh

Our conference bringing together more than 200 delegates to learn and share ways to make your organisation inclusive of all LGBT staff, suppliers, customers and service users.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: Stonewall <Memberships@stonewall.org.uk>
Sent: 19 September 2019 14:00
To: Susan Ward-Rice
Subject: Exclusive webinar: GDPR and monitoring – getting it right

[View this email in your browser](#)



Dear Susan,

At Stonewall, we're excited to launch our new collection of LGBT monitoring resources on Wednesday, 2 October 2019. Monitoring is an essential tool for advancing LGBT equality within your organisation, and it's important you get it right.

Stonewall's new set of resources will provide you with legal and non-legal guidance, as well best practice for your UK, European and global markets. The set will include the following resources:

1. GDPR guide – *Capturing data on sexual orientation and gender identity under the GDPR in the European Union*
2. UK Diversity Champions guide – *Understanding LGBT experiences: a guide for equalities monitoring in the UK*
3. Global Diversity Champions guide – updated monitoring questions in *Do Ask Do Tell – capturing data on sexual orientation and gender identity globally*

To celebrate the launch of our resources, we're offering Diversity Champions exclusive one-off access to our latest webinar in Stonewall's Global Webinar Series, one of the many benefits of our [Global Diversity Champions](#) programme.

The webinar will bring Stonewall's guide on GDPR compliant monitoring in the EU to life. We're excited to welcome expert perspectives from Dentons, who alongside New York

University, have partnered with Stonewall to produce the guide. During the webinar, you'll learn ways that you can use the guide to monitor across the European Union in accordance with the GDPR.

GDPR and Monitoring: Getting it right
Wednesday, 2 October 2019, 10.30 – 11.30am GMT
Kindly supported by Dentons

Register here by 5 pm GMT, 27 September 2019

Please share this invitation with your LGBT networks, allies programmes and D&I community, especially those whose work relates to the European Union.

We very much look forward to welcoming you to an informative and productive discussion.

Best wishes,

Leanne MacMillan

Director of Global Programmes



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 17 October 2019 10:00
To: Susan Ward-Rice
Subject: Your October newsletter from Stonewall

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Dear Susan,

Welcome to your October newsletter from Stonewall! In this edition, you'll find out more about our upcoming LGBT Leadership Programme, Black History Month, the Rainbow Laces campaign, and much more!



Our LGBT Leadership programme is returning this Autumn!

Our flagship empowerment programme will be returning on 13 – 15 November 2019, in a brand new venue in Croydon. This is a unique opportunity for LGBT professionals to explore what it means to be an authentic leader. This CPD-accredited, intensive, two-day

residential will offer a selected group of senior leaders from across the country the opportunity to:

- Reflect on how their identity as an LGBT person has had an impact on their leadership journey.
- Understand what it means to them to be an authentic and inclusive leader.
- Plan realistic and feasible actions to improve LGBT inclusion in their workplace.
- Expand their professional network of senior LGBT leaders, enabling future collaboration, learning and support.

We are looking for a diverse range of participants for this programme, especially those who are currently underrepresented in leadership roles. We want to hear from LGBT people of colour, people of faith, disabled people, women – and those at the intersections of these identities. Applications will close on Friday 1 November 2019.

Apply now



Celebrate your Black LGBT employees this Black History Month

October marks [Black History Month](#) in the UK, a great occasion to remind your Black employees – including your Black LGBT employees – that they are valued by your organisation.

Stonewall's own BAME/PoC staff network (Black, Asian and minority ethnic/people of colour) has put together some great resources for the occasion. Reading and sharing these internally can be a great way to raise awareness of the experience of Black LGBT

people (and other LGBT people of colour), and encourage conversations about race equity in the workplace!

[Access our Black History Month resource hub](#)



Don't miss our Scotland Workplace Conference

Our annual Stonewall Scotland Workplace Conference is a must-attend event for everyone involved in the delivery of workplace equality, diversity and inclusion.

This year's CPD-accredited conference will take place in Central Edinburgh on Friday 29 November 2019. It will bring together more than 200 people from public, private and third-sector organisations to share the latest innovative thinking, learn about our best practice and develop ideas for creating fully LGBT inclusive workplaces. Our programme is now [live](#) and can be viewed on our website, and we are really excited about the range of interactive workshops, panels and inspirational keynote speakers available on the day.

'This was my first conference and it actually exceeded my expectations. Speakers were fantastic. I came away feeling educated and empowered to make change. The chance to come together with such a diverse mix of people and organisations was invaluable. The ability to interact with the speakers at each break was fantastic! Thank you!'

DELEGATE, 2018

[Find out more](#)

[Book now](#)

Spotlight on: Hertfordshire Constabulary



On Bi Visibility Day, the [Hertfordshire Constabulary](#) hosted their LGBT+ Conference. The conference was a way to keep police officers and staff up-to-date with the current issues affecting the LGBT+ community and to encourage victims to report homophobic, biphobic or transphobic incidents to police. Watch speakers and officers talk about why this conference is so important [here](#).

If you'd like one of your initiatives to be celebrated here in future newsletters, please [tell us more about it](#).

We'd also like to take this opportunity to give a very warm welcome to our new members:

[ABB](#), [Accent Housing](#), [Aldermore Bank](#), [Catalent Pharma Solutions](#), [Cwm Taf University Health Board](#), [Farrans Construction](#), [Jardine Motors Group](#), [Merlin Entertainments](#), [Mondelez International](#), [MS Amlin](#), [Rotherham, Doncaster and South Humber NHS Foundation Trust](#), [Sheffield Children's NHS Foundation Trust](#), [Shell Energy](#), [Softwire](#), [The Sovini Group](#), [Springfields Fuels](#), [TSYS | CAYAN](#), [UK Shared Business Services](#).

Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Play your part in our Rainbow Laces campaign

This November, we'll be bringing back our Rainbow Laces campaign to come together for LGBT inclusion in sport and physical activity. Regardless of your sector, your organisation can play its part and get involved in the campaign!

- **Show support on Rainbow Laces day, 27 November** – encourage your friends, colleagues and networks to wear rainbow laces to work and advocate for LGBT inclusion in sport. Rainbow Laces can be ordered individually [on our website](#), and in bulk by filling out [this form](#).
- **Tell stories** – profile LGBT role models and allies by giving them an opportunity to share their story of being involved in sport and what that means to them.
- **Get your workplace to Come Out Active** – encourage people to wear rainbow laces, take part in physical activity and raise money for Stonewall – individually or as a group! It's easy to get involved, just register for your free pair of rainbow laces and fundraising pack, choose your activity and start fundraising. You can walk, jog, swim, cycle, dance, skate – the choice is yours!



Share our Staff Feedback Questionnaire

If you entered the Workplace Equality Index, the results of this questionnaire are worth 10% of the points in the Index. The survey closes at midnight BST on Friday 1 November. [Contact the team](#) to request your organisation's 4-digit code, or template materials.

[Contact us](#)

21 October

Stand Up Sessions

London

The UK's best LBT comedians all on in one night? In the same place? For only £18? You're having a laugh. Well you will be if you join us for our Stand Up Sessions!

[Find out more](#)

20 November

Trans Day of Remembrance

Nationwide

A day to memorialise those killed, and raise public awareness of hate crimes against trans people.

[Find out more](#)

8 December

Pan Pride Day

Nationwide

A day to celebrate pan identities

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 08 November 2019 13:41
To: Susan Ward-Rice
Subject: Your November newsletter from Stonewall

[View this email in your browser](#)



Dear Susan,

Welcome to your November newsletter from Stonewall! In this edition, you'll find out about how you can get involved with our Rainbow Laces campaign, our new guidance on equalities monitoring, and more!



Play your part in our Rainbow Laces campaign

This November, we'll be campaign for LGBT inclusion in sport and physical activity with our [Rainbow Laces campaign](#), and we hope your organisation will take part! This is a great way for you engage all staff with LGBT inclusion in a fun and meaningful way:

- **Mobilise staff to wear rainbow laces to work** on Rainbow Laces Day, 27 November. Wearing rainbow laces is a great way for LGBT people and allies alike to challenge homophobia, biphobia and transphobia in sport and physical activity – and it's even more impactful if your whole organisation or LGBT network does it together! Rainbow laces can be ordered individually [on our website](#), and in bulk by filling out [this form](#).
- **Get your network to take part in our Come Out Active initiative** to raise funds and awareness for LGBT equality in sport and physical activity. Anyone can get involved, whether individually or as a group – they'll just need to register for their free pair of rainbow laces, choose their activity and start fundraising. Whether it's walking or running to work, swimming or cycling in their personal time, or doing a dance class with colleagues during a lunch break – get your network on board!

Come Out Active week is 23 – 30 November, but you can get involved at any point throughout the month. Together, we can make sport everyone's game!

Sign up to Come Out Active today

Order rainbow laces for your staff



Read our new monitoring guides

We know that equalities data monitoring is an essential tool for any employer that wants to create an inclusive workplace where all LGBT employees can perform at their best. It gives organisations a deep insight into the impact of their practices and the hidden barriers LGBT employees can face.

Last month we launched two brand new guides supporting you to get equalities monitoring right:

- [Understanding LGBT experiences](#): a guide for equalities monitoring in the UK
- [GDPR Guide](#): capturing data on sexual orientation and gender identity under the GDPR in the European Union



Save the date for our Equality Dinner 2020

We're delighted to announce that the annual Equality Dinner, kindly supported by Aviva, will take place on **Wednesday 6 May 2020** in London!

Reward your staff by offering them to a wonderful evening of performances, fine dining, a live auction, and more! They'll be able to celebrate the progress of LGBT inclusion, and network with LGBT people and allies from accross the country. After dinner, they'll also be invited to join us for a spectacular afterparty hosted by some very special guests...

Join us as we celebrate our progress and raise funds going towards achieving equality for all lesbian, gay, bi and trans people. If you would like to support Stonewall's work and book a table or individual seat, please contact [REDACTED] [@stonewall.org.uk](mailto:[REDACTED]@stonewall.org.uk) or call [REDACTED].

Find out more about our Equality Dinner

Coming up

20 November

Trans Day of Remembrance

Nationwide

A day to memorialise those killed, and raise public awareness of hate crimes against trans people.

[Find out more](#)

8 December

Pan Pride Day

Nationwide

A day to celebrate pan identities.

22 November — 22 December

Disability History Month

Nationwide

An annual event highlighting history of disability rights and activism. This month is a particularly good opportunity to take an intersectional approach by highlighting the experiences of disabled LGBT people.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

P.S. If there's anything else you would like to see in this newsletter, please let us know.
We appreciate your feedback and would love to hear from you.



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 05 December 2019 12:39
To: Susan Ward-Rice
Subject: Your December newsletter from Stonewall

[View this email in your browser](#)



Welcome to your December newsletter from Stonewall. In this edition, you'll find out about our Global Workplace Equality Index, development opportunities for LGBT young professionals, and more!



Measure your progress in global LGBT inclusion

Stonewall's 2020 Global Workplace Equality Index is now open for submissions until 2 March 2020. [Taking part](#) is a unique opportunity for organisations with a global footprint to assess their progress and receive practical tips about global LGBT inclusion.

The Global Index is the leading LGBT benchmarking tool for multinational employers – it's a framework to help organisations support their employees wherever they are in the world. The best entrants are celebrated as [Stonewall's Top Global Employers](#), demonstrating their significant steps towards LGBT inclusion across their global operations. Global

Diversity Champions will also receive a benchmarking and action-planning meeting with their Stonewall account manager.

What's in it for you? 10 reasons to complete the Global Workplace Equality Index

Register today



Our LGBT Young Leaders programme returns this winter

This two-day event held on 12-13 February inspires delegates to think about their impact on others and develop new skills as young LGBTQ+ leaders and role models. This is a unique opportunity for your LGBTQ+ employees aged 18-25 to build leadership skills and learn in an inclusive and safe environment.

This programme gives delegates the opportunity to:

- **Reflect** on how their identity as an LGBTQ+ person has an impact on their role as a role model and leader in the workplace
- **Explore** what they can do to improve LGBT inclusion within their organisation
- **Network** with other LGBTQ+ young professionals from across sectors and forge ongoing relationship
- **Learn and develop** as young professionals

Find out more and apply here



Don't miss our Cymru Workplace Conference this February

Our upcoming Cymru Workplace Conference will take place in Cardiff on 14 February 2020. This must-attend event will bring together over 250 people from public, private and third-sector organisations. You'll get the chance to learn and share expertise with other organisations, hearing about the latest innovative thinking, best practice examples and practical tips.

With a rich [programme of CPD-accredited breakout sessions](#), this conference will provide the opportunity for delegates to:

- **Learn best practice** – hear from Stonewall inclusion experts and leading organisations
- **Expand your network** – connect with professionals from all sectors committed to equality.
- **Make lasting change** – leave with a practical action plan to create a more inclusive workplace

[Find out more](#)

[Book your space now](#)

Coming up

8 December

Pan Pride Day**Nationwide**

A day to celebrate pan identities.

22 November - 22 December**Disability History Month****Nationwide**

An annual event highlighting history of disability rights and activism. This month is a particularly good opportunity to take an intersectional approach by highlighting the experiences of disabled LGBT people.

[Find out more](#)

3 April**London Workplace Conference 2020**

A chance to join over 1000 people from leading organisations to learn and share ways to make your workplace inclusive of all LGBT staff, suppliers, customers and service users.

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a diverse talent pool with our dedicated jobs site, [Proud Employers](#).

Visit [My Diversity Champions](#) for your Diversity Champions events calendar, FAQs and much more.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.

Very best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: Stonewall <newsletter@stonewall.org.uk>
Sent: 05 December 2019 13:06
To: Susan Ward-Rice
Subject: 2019: See how you made a difference

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STONEWALL NEWSLETTER



Happy Holidays

Dear friend,

Thank you for helping make the world a better place for LGBT people this year. By giving or campaigning, fundraising or speaking out, all your actions have contributed to huge progress on LGBT equality.

Although we know the fight is far from over, this year has proved just how important it is for us to stand together as a community.

From the Stonewall team,

Thanks for being awesome!

LGBT highlights in 2019

LGBT-inclusive education a reality in England

The devastating impact of Section 28 on students and teachers was met with huge resistance by the LGBT community. After generations of campaigning, LGBT-inclusive relationships and sex education will finally be taught in all English secondary schools. Read more [here](#).



We attended over 30 Prides!

Thank you for making Pride season 2019 so special– it was incredible to be part of your celebrations! We asked Stonewall staff for the [#LGBTmoment](#) that will stay with them from Prides this year. See if your community gets a mention! Read our blog [here](#)



Advocating for lesbian, bi and trans people's rights worldwide

Thanks to your support we've launched the Out of the Margins project, aiming to improve the lives of lesbian, bi women and trans people (LBT+) abroad through research and advocacy. We've started working in partnership with 27 organisations across Europe and Central Asia, Sub-Saharan Africa, and Latin America and the Caribbean.



[Find out more](#)

New project to improve healthcare and criminal justice services for trans people

You can help us deliver one of our most groundbreaking projects, TRANSforming Futures, to improve access to healthcare and criminal justice services for trans communities. We are looking for trans people based in England (18+) who are willing to share their experience to develop services that work for everyone.



If you are trans, [tell us your views here](#). If you are an ally, then please share this with your trans friends and family.

Northern Ireland said yes to same-sex marriage

This year we celebrated the announcement of equal marriage in Northern Ireland. This huge breakthrough wouldn't have been possible without supporters on the ground, and Northern Irish organisations making the case for equality. Thank you for being part of this monumental progress.



Read more [here](#).

30 years of tireless campaigning - the fight is far from over

This year we celebrated 30 years of Stonewall by sharing [some of the moments](#) that have transformed the lives of LGBT people and their families. Thanks to your support, we have made incredible progress toward LGBT equality over the last three decades, but the fight is far from over.



Next week's election will be a vital opportunity to continue improving the lives of LGBT people and you can make a difference.

Ask your candidates to support LGBT equality

Share the love this winter

While many of us are able to celebrate with our family and friends, it is important to keep in mind that this time of year can often be difficult for LGBT people.

We strongly believe in building and supporting local LGBT communities and want to take a moment to share a few LGBT community groups in [your local area](#) as well as [LGBT queer people of colour and ethnic minority organisations you should know about](#).

We also have a supportive [info service](#) for advice, support and help. You can also contact us on FREEPHONE 0800 0502020 Lines are open 9:30 - 4:30 Monday to Friday. **Please note that the info service will be closed 25 December - 2 January.**

Don't forget to share these links with family and friends.

Best wishes,
Stonewall

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 20 December 2019 16:24
Subject: Stonewall South West Regional Awards

Hello,

Stonewall are pleased to invite you to the **Workplace Equality Index 2020 Regional Awards** for the South West.

This free event, kindly hosted and supported by Burges Salmon will recognise the outstanding work that both organisations and individuals in the region have done for LGBT inclusion, and will also include a seminar and networking opportunities.

We will also be conducting our annual regional awards ceremony, with awards for:

Senior Champion of the Year
Role Model of the Year
Ally of the Year
Network Group of the Year
Top Performing Employer in the Region

The event details are as follows:

Wednesday, 05 February 2020, 17:30 - 19:30
Burges Salmon, One Glass Wharf, Bristol BS2 0ZX

[Please click here to book places for you and your colleagues](#). Refreshments and canapes will be served.

We look forward to welcoming you to what should be a fantastic evening!

I'll now be out of the office until 6th January – but I'll be happy to answer any queries when I'm back in the office.

Wishing you all a lovely festive break.

[REDACTED]




[REDACTED]

Pronouns: [REDACTED]



We've come a long way, but the fight for equality is far from over. [Join us](#). Search #ComeOutForLGBT

Direct: [REDACTED]
Membership Switchboard: [REDACTED]
Info Line: 08000 50 20 20
www.stonewall.org.uk

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 09 January 2020 14:01
To: Susan Ward-Rice
Subject: Your January newsletter from Stonewall



Welcome to your January newsletter from Stonewall! We wish you a happy start of 2020, and for the occasion, we bring you a new and improved newsletter. You'll be able to find out about how to engage your staff in LGBT inclusion, find upcoming events and keep up with the LGBT inclusion world better than ever.

In this edition, you'll find out about:

- Our Regional Awards and other top ways to involve your staff in LGBT inclusion
- London Workplace Conference and other upcoming Stonewall events
- LGBT History Month and other key upcoming dates in the LGBT inclusion world

Top ways to involve your staff in LGBT inclusion



Celebrate your achievements and share best practice at your Regional Awards 2020

Come and join us in celebrating the achievements of top organisations across England at one of our Workplace Equality Index Regional Awards events. These free events, kindly hosted and supported by some of our Diversity Champion organisations, will recognise the outstanding work that organisations and individuals in these regions have done for LGBT inclusion. Attending one of these events will give you the opportunity to:

- **Celebrate** your staff's outstanding work and the work of other regional organisations
- **Learn** best practice with a workshop about inclusion for BAME LGBT people
- **Connect** and network with other leading organisations in your region

You or one of your colleagues may even receive one of our regional awards, including 'Role Model of the Year' and 'Top Performing Employer in the Region'. Book your space now for our events in the [North West](#), the [South East](#), the [Midlands](#), [Yorkshire](#) and the [South West](#).

Please note that there is a maximum number of tickets available to book per organization, and tickets bookings will only be available until one week prior to each event.

Contact us for more information



**Make a new year's resolution
with your network members**

[Sign up for one of our challenge events](#)



**Take 10 minutes to stand up
for trans equality in Scotland**

[Read our guide](#) or [attend our webinar](#) to
find out how

Spread the word: our upcoming events



Book London Workplace Conference spaces for your staff

Tickets are available for our London Workplace Conference on 3 April 2020, Europe's leading event on LGBT inclusion, and the programme is now live [here](#)!

Diversity Champions like you can access [discounted tickets](#), including on tickets for our [Global Streaming Service](#).

Our largest Workplace Conference offers you a chance to:

- **Learn best practice** in 24 CPD-accredited sessions led by inclusion experts, helping you to create practical action plans.
- **Expand your network** among 1,000 professionals from other leading organisations.
- **Be inspired** by speakers and delegates from a range of leading organisations who'll give you innovative ways to bring this work to life.

With each Global Streaming ticket staff across your global operations will be able to watch the opening and closing sessions and access the global stream of content either live or recorded. For a limited period, you can purchase these tickets for less than £50.

Book your space now

Launch of the 2020 Top 100

30 January

The new list is almost here! [View last year's results](#)

Trans Allies Programme

28 April

Birmingham

[Find out more](#)

Equality Dinner 2020

Trans Allies Programme

6 May
London

[Reward your staff with an evening of celebrations!](#)

Role Models Programme
25 June

[Find out more](#)

Keep up with the LGBT inclusion world



How will you celebrate LGBT History Month this february?

Across UK, organisations of all sectors will celebrate LGBT employees, LGBT service users, and their history for LGBT History Month.

This is a great occasion for you to take part in that conversation and reiterate your support for LGBT equality, and engage all staff with your LGBT inclusion work.

- **Host an event** celebrating LGBT History – whether that's a panel discussion or fundraising for an LGBT community group. [Use our Equali-tea event toolkit for support.](#)
- Internally **profile LGBT role models** from your organisation or sector. Our [Workplace Stories](#) also provide you with role model profiles to share online or as posters.
- Publicly reaffirm that your organisation has a **zero-tolerance approach to homophobia, biphobia and transphobia.**
- Encourage your senior leaders to **publicly stand up for LGBT inclusion.** Get support on how to do this by reading our new [senior champion guides](#)

Find out more about LGBT History Month

LBT Wome's Health Week

12–18 March

Nationwide

[Find out more](#)

Trans Day of Visibility

31 march

Global

[Find out more](#)

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 30 January 2020 14:29
To: Susan Ward-Rice
Subject: Top 100 Employers 2020

[View this email in your browser](#)



Today we're delighted to be announcing the Stonewall Top 100 Employers 2020.

The list is compiled from the [Workplace Equality Index](#) – our leading benchmarking tool for LGBT inclusion in the workplace. 2020 was our most competitive year to date – with 503 employers participating – and we are proud to say we continue to see an increasingly high standard of work across all sectors. Congratulations to every organisation that took part.

In the Top 100 report you can read what the 109,933 people who took our Staff Feedback Questionnaire had to say about LGBT inclusion in their workplaces. You can also read the stories of our award winners – individuals and organisations who have shown exceptional commitment to furthering LGBT equality inside and outside the workplace.



[Read the report](#)

What's next?

2020 marks the end of the latest three-year cycle of the Index. Last spring we ran consultations across the UK, to find out what you as employers needed from the next cycle of the Index.

We heard from more than 40 organisations through our focus groups and more than 169 organisations through our survey. Combined with our research, which gives us a unique insight into the experiences of LGBT employees, this will help shape how we continue to support you to create a more inclusive workplace.



Today we're excited to announce how the next three-year cycle will respond to what you had to say:

- **Stonewall Gold, Silver and Bronze Employers:** throughout the consultation, you told us that you wanted a clearer path of progression through the Index. That's why we'll be introducing gold, silver and bronze awards alongside the Top 100 list. You'll still only be required to complete one Index submission and the awards won't be tied to a place in the Top 100.
- **Intersectionality and non-binary inclusion:** you fed back that you wanted a more intersectional Index and asked that we keep challenging you to better meet the needs of every LGBT employee, customer and service user. We will continue to do this, including an increased focus on intersectional work and non-binary inclusion.
- **Systems and processes:** you fed back that you'd like the Index to be simpler to submit to. We will continue to review how we ask you to complete your submissions – including the length of questions, types of evidence required, and usability of our systems.

Key dates for the diary

- **April 2020** – full details of the new awards and criteria will be launched
- **11 June 2020** – the Workplace Equality Index 2021 will open for submissions
- **8 September 2020**
– the Workplace Equality Index 2021 will close for submissions
- **January 2021** – the Top 100 2021 launches



If you have any questions in the meantime, please speak to your account manager or contact memberships@stonewall.org.uk.

Create an action plan for 2021

As you make plans for the next Index, Stonewall is here to support your success in a range of ways. One of these is the [London Workplace Conference](#) on 3 April.

You'll have a choice of 21 interactive sessions, so you can plan a day that addresses your specific challenges. You'll build an action plan and grow your network among over 1,000 delegates.



[Early bird tickets](#) are available now, with a discount for Diversity Champions.

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 03 February 2020 09:34
To: Susan Ward-Rice
Subject: RE: Stonewall Membership - Expiring soon

Hi Susan

I hope you are well and had a good weekend, they go too quickly don't they?!

I have had a response from my colleague [REDACTED] and he advises that you click on the Renew your membership button and fill in the form. At the bottom there is a question which says '*is there anything else that will help us process*', in this space, please state that you need the invoice to be dated 1 Apr 2020 as it will be paid in the new FY. Also add that this has been agreed with [REDACTED] and [REDACTED], just in case the Finance Team come back to me and [REDACTED] again.

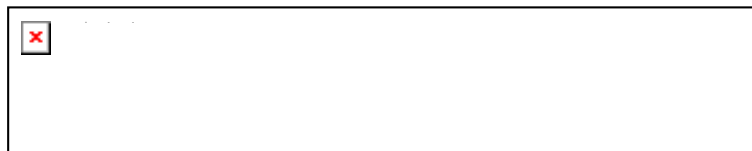
I hope this makes sense and works!

Kind regards

[REDACTED]

[REDACTED]
[REDACTED]
Mobile: [REDACTED]

Pronouns: [REDACTED]



[stonewalluk](#)  [@stonewalluk](#)  [@stonewalluk](#)

Join our Rainbow Laces campaign to show your support for lesbian, gay, bi and trans people in sport. Be an active ally and help us Make Sport Everyone's Game. You can find out more at www.stonewall.org.uk/sport.

Mobile: [REDACTED]
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www.stonewall.org.uk

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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>
Sent: 31 January 2020 15:42
To: [REDACTED] <[REDACTED]@stonewall.org.uk>
Cc: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: Stonewall Membership - Expiring soon

Hi [REDACTED]

Thanks for sending this through, we are keen to renew our membership, however, would not be able to pay until the new financial year as the funding for the work is only available then. Does this cause a problem?

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Intelligence & Communications

Dorset Council

[REDACTED]
susan.ward-rice@dorsetcouncil.gov.uk

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dorsetcouncil.gov.uk/e-newsletter

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 15 January 2020 15:16
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Cc: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: Stonewall Membership - Expiring soon

Dear Susan,

Your current Diversity Champions membership expires on Wednesday 01 April. Renewal will cost £2 500 + VAT. Please click the link below to ensure your membership continues and Dorset Council doesn't lose:

- Access to best practice guides and resources
- Your dedicated account manager for questions, queries and advice
- Assistance with your Workplace Equality Index submission
- Priority discounted access to Empowerment Programmes and Workplace Conference tickets
- Stonewall Diversity Champion branding to show your commitment to LGBT inclusion

[Renew your membership now](#)

If you want to end your Diversity Champion membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at [REDACTED]@stonewall.org.uk or Memberships.Finance@stonewall.org.uk.

[REDACTED]

Pronouns: [REDACTED]

Join our Rainbow Laces campaign to show your support for lesbian, gay, bi and trans people in sport. Be an active ally and help us Make Sport Everyone's Game. You can find out more at www.stonewall.org.uk/sport.

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 03 February 2020 18:53
Subject: South West Regional Awards - joining instructions

Hello,

I'm delighted that you're able to join us on Wednesday 5th February for the Stonewall's South West Regional Awards 2020, kindly supported by Burges Salmon.

The format of the evening is as follows:

17.30 - 18.00 – arrivals and registration

Welcome and introductions
Seminar - *Being BAME and LGBT in the Workplace*

Break

OTR Bristol
South West Regional Awards presentation

19.30 – 20.30 - drinks, canapés, networking

The event is taking place at Burges Salmon, One Glass Wharf, Bristol BS2 0ZX.

The dress code is business casual, but please do wear whatever you feel comfortable in.

Please do ensure that everyone attending the event brings a copy of this email or the original invite along to the event (on your device or printed), which serves as your ticket.

If you originally signed up to the event and you've since given your place to someone else in your organisation, or given me names over email, please ensure that you forward this email to those attending from your organisation ahead of the event, so that they don't have any problems gaining access. If they are not on our list, or do not have a copy of this email or the invite, we cannot guarantee entry to the event.

Non-alcoholic drinks and light nibbles will be served at the event. Vegetarian and vegan options will be available and clearly labelled.

The venue is fully accessible. If there is anything else we can do to make the event better for you, please email us at memberships@stonewall.org.uk.

Being addressed using the right pronouns is key to feeling included at any event. We will provide pronoun stickers on arrival and you can add your pronouns (e.g. she/her, he/him, they/them) in the blank space if you feel comfortable doing so. Please ask a member of the Stonewall team at the registration desk to find out more.

Photographs will be taken during the event, please let us know if you would prefer not to appear in photos or inform a member of the Stonewall team on the day.

We look forward to seeing you on Wednesday 5th at 17.30.

Best wishes,

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]

**STONEWALL LONDON
WORKPLACE CONFERENCE 2020**

3 APRIL 2020 | QEII CENTRE, LONDON

BOOK
YOUR
PLACE
NOW




[Book your place now](#) for the Stonewall London Workplace Conference and lead your organisation to the forefront on LGBT inclusion.

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 06 February 2020 10:00
To: Susan Ward-Rice
Subject: Your February Diversity Champions Newsletter from Stonewall

[View this email in your browser](#)



Welcome to your February Diversity Champions newsletter from Stonewall! In this edition, you'll find out about:

- The Top 100 Employers report, and other ways to get your staff involved in LGBT inclusion
- London Workplace Conference and other upcoming Stonewall events
- LBT Women's Health Week and other key upcoming dates in the LGBT inclusion world

Top ways to involve your staff in LGBT inclusion



**Learn from the Top 100 LGBT-inclusive employers in the
UK**

Last week, we announced the Stonewall Top 100 Employers 2020. The list is compiled from the [Workplace Equality Index](#) – our leading benchmarking tool for LGBT inclusion in the workplace. Every year, the Index allows us to find out what employers across the country are up to, to help you learn from each other and find new ways to build LGBT-inclusive workplaces.

[Read the Top 100 report](#)

[Find out what the best employers do](#)

This year marks the end of the latest 3-year cycle of the Index, meaning we'll be implementing changes and updates ahead of the opening of the 2021 Index kicking off the next cycle. We consulted our Diversity Champions through our survey to find out what you need from the next cycle of the Index. We're excited to announce some of the ways the Index will change:

- **Stonewall Gold, Silver and Bronze Employers** alongside the Top 100 list for a clearer path of progression through the Index. You'll still only be required to complete one Index submission and the awards won't be tied to a place in the Top 100.
- **A bigger focus on intersectionality and non-binary inclusion**, because you asked that we keep challenging you to better meet the needs of every LGBT employee, customer and service user.
- **Reviewed systems and processes** to make the Index simpler to submit to. We will continue to review the how we ask you to complete your submissions – including the length of questions, types of evidence required, and usability of our systems.

Full details of the new awards and criteria will be launched in April.



Diversify your workforce with our Proud Employers website

[Find out more](#)



Empower your staff to step up as Allies or Role Models

[Find out more](#)

Spread the word: our upcoming events



Get your early bird tickets to London Workplace Conference before they're gone!

[**Stonewall's London Workplace Conference**](#) is Europe's largest event on LGBT inclusion at work. Join us on 3 April for the chance to:

- **Learn and share best practice:** Tailor your day with [**21 CPD-accredited sessions**](#) aligned with the Workplace Equality Index. Stonewall inclusion experts will help you to create practical action plans that work for your organisation.
- **Expand your network:** the two networking zones and dedicated app allow you to connect with over 1,000 professionals. You'll be able to share ideas and build partnerships to create lasting change.

- **Be inspired:** speakers from all sectors will use their expertise to provide you with innovative ideas for change. You'll also be able to learn and share knowledge with people who are as committed to equality as you are.

Diversity Champions like you can access exclusive discounts. If you book before 21 February, you'll be able to save more with our early bird rate.

Book now

24 April

Allies Programme

London

[Find out more](#)

28 April

Trans Allies Programme

London

[Find out more](#)

24 April

Network Group Masterclass

Glasgow

[Find out more](#)

6 May

Equality Dinner

London

[Find out more](#)

For more upcoming events, visit our [Diversity Champions calendar](#).

Keep up with the LGBT inclusion world



Celebrate your LGBT women employees this March

Next month will be a great opportunity to raise awareness of LBT women's experiences, [International Women's Day](#) on 8 March, followed by [LBT Women's Health Week](#) from 12 to 18 March. Here are some ways you can mark these dates:

- **Run an event** raising awareness of LBT women's experiences in the workplace. If your workplace has a Women's Network, consider working in collaboration with them. You can take inspiration from our
- **Profile LGBT women role models** from within your organisation or sector. This is a great way to show your employees that LBT women are welcome, valued and supported by your organisation.
- **Reaffirm your commitment to inclusion** with a statement to all staff from senior champions about inclusion of LBT women in your workplace and the world.
- **Support a community group or initiative** that benefits LBT women - by raising funds at an event, or donating meeting space for a small organisation that needs it

14 February

Time to Talk Day

[Find out more](#)

26 April

Lesbian Visibility Day

[Find out more](#)

31 March

Trans Day of Visibility

[Find out more](#)

17 May

IDAHoBiT

[Find out more](#)

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.

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Freedom of Information

From: Stonewall <conference@stonewall.org.uk>
Sent: 18 February 2020 14:00
To: Susan Ward-Rice
Subject: Continue the momentum beyond LGBT history month

[View this email in your browser](#)



Four days left to reserve your early bird tickets

We hope you're enjoying LGBT history month. This month is crucial to engage staff but we know you work hard all year round.

The [Stonewall London Workplace Conference](#) will give you practical ways to use engagement from February to embed equality. The event takes place at the QEII Centre in Westminster on 3 April.

Don't miss out on the [early bird ticket rate](#), which ends on Friday.

BOOK NOW

Three key reasons to attend:

1, Hear from experts

Stonewall experts design and deliver all 21 interactive sessions. They also work with speakers from a range of organisations to bring you ideas that work.

[Check out the full programme](#) to design a day that will help you achieve your goals.

2, Grow your network

With two networking zones and a free event app, you'll be able to make meaningful connections with people who can support your work.

Organisations already attending include:



3, Be inspired

We know that the work you do can be challenging. But that every day you're making a difference for LGBT people at work and in society. This is a unique chance to learn and share with others who are passionately committed to LGBT equality.

“ Absolutely inspirational. I've never experienced a conference like it. The energy and positivity from delegates and presenters was palpable. ”

Delegate 2019

Don't forget to [register](#) before Friday to take advantage of the early bird rate in addition to your Diversity Champion discount.

We hope to see you in April,

The Stonewall team

P.S. To update your personal details or unsubscribe from all Stonewall communications, please contact us via memberships@stonewall.org.uk.



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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 18 February 2020 14:43
Subject: South West Regional Awards
Attachments: Being BAME and LGBT in the workplace handout.pdf

Dear friend,

Thank you for joining us on 5th February at Stonewall's South West Regional Awards evening, kindly supported by Burges Salmon. I hope you enjoyed the evening as much as myself, [REDACTED], [REDACTED] and the rest of the Stonewall team did.

Please do feel free to reply to this email with any feedback you have about the event, including the content and accessibility.

Being BAME and LGBT in the Workplace

I've attached the handout for the seminar here, including links to Stonewall resources. Please let me know if you need a copy of the handout in a different file format.

Last week, the BBC released a video report from their LGBT Correspondent Ben Hunte on racism within the LGBT dating scene. [You can watch it here.](#)

OTR Bristol - Freedom

It was great to be joined by [REDACTED] and [REDACTED] from OTR Bristol. You can find out more about [Freedom by clicking here](#) and you can get in touch on lgbtq@otrbristol.org.uk

Upcoming Stonewall events

- Our flagship **London Workplace Conference** takes place on 3rd April at Westminster's QEII Centre and includes a stream of breakout sessions on Understanding and Celebrating Identities. [You can view the full programme online here.](#)

Book your places by the end of this week (21st February) at the Early Bird price from £309+VAT.

- Our **LGBT Network Masterclass** returns to Birmingham on 20th June. This day masterclass event on 19 June in Birmingham will give LGBT network chairs or representatives the leadership skills, practical knowledge and supportive network they need to succeed. [Find out more and reserve your place here.](#)
- Our **Trans Allies** day programme empowers attendees to be active and positive allies who work to create more inclusive workplaces for all trans people. Open programmes are taking place in London on 28th April and Liverpool on 25th June. [Find out more and book your place here.](#)
- Our **LGBT Allies** day programme gives non-LGBT individuals the opportunity to explore what it means to be an ally and the space to identify how they are going to create an inclusive environment for everyone. Open programmes are taking place in London on 24th April and Leeds on 30th June. [Find out more and book your place here.](#)

If you have any questions or ideas about how Stonewall can support your work, please email me or your client account manager.

Thanks once again for coming along and celebrating the amazing work on LGBT Inclusion across the South West of England.

Best wishes,

[REDACTED]

[REDACTED]

Pronouns: [REDACTED]






[Book your place now](#) for the Stonewall London Workplace Conference and lead your organisation to the forefront on LGBT inclusion.

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Membership Switchboard: [REDACTED]

Info Line: 08000 50 20 20

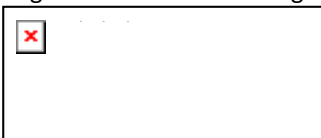
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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 28 February 2020 12:32
To: Susan Ward-Rice
Subject: PAPERWORK FOR NEXT WEEKS MEETING

Hi Susan, please find attached the paperwork for next weeks meeting.

I look forward to meeting you again on Wed 4th at 1030.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Mobile [REDACTED]

[Pronouns:](#) [REDACTED]






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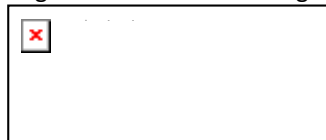
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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 05 March 2020 10:05
To: Susan Ward-Rice
Subject: Your March newsletter from Stonewall

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Welcome to your March newsletter from Stonewall! In this edition, you'll find out about:

- Making the most out of London Workplace Conference and other ways to involve your staff in LGBT inclusion
- Our annual Equality Dinner and other upcoming events
- Trans Day of Visibility and other key dates for your LGBT inclusion calendar

Top ways to involve your staff in LGBT inclusion



How to make the most out of London Workplace Conference

Looking for more ways to embed LGBT inclusion in your workplace and beyond?

[Stonewall's London Workplace Conference](#) held on **3 April 2020** is the largest event of its kind in Europe. Delegates access unique benefits allowing you to make lasting change in your organisation;

- **Download our conference app** for [iOS](#) and [Android](#) to sign up to some of our 21 workshops and connect with other attendees from leading organisations
- **Build partnerships with community groups** from across the country and with Stonewall's work using the dedicated networking zone
- **Gain practical tips and ideas** from our inspirational speakers. Our closing panel focuses on health and wellbeing in the LGBT community, featuring leading voices in healthcare
- **Join us from accross the world** with our Global Streaming tickets giving your colleagues access to our entire global stream no matter where they are

Book your tickets before they're gone!



Find out what's stopping young LGBT talent from joining your organisation

[Read 'Shut Out'](#), the biggest report of its kind looking into the experience of young people not in work, training or education.



Give your staff the chance to build new skills on a sport organisation's board

[Contact us](#) about our initiative about our initiative to support LGBT people to join the boards of sport organisations regardless of sport experience.

Spread the word: our upcoming events



Reward your staff with an evening of celebrating LGBT inclusion

Join us on Wednesday **6 May 2020** at the iconic old Truman Brewery for our biggest annual celebration and fundraiser. Don't forget to book your table!

The Equality Dinner, kindly supported by Aviva, will be hosted by comedy legends Suzi Ruffell and Tom Allen – this is a night not to be missed! You can look forward to an Absolut cocktail reception, entertainment and a live auction of unique pieces. After dinner, you are invited to join us for an afterparty hosted by some very special guests.

If you would like to book a table or an individual seat, please contact us at

██████████ [@stonewall.org.uk](mailto:██████████@stonewall.org.uk) or call ██████████.

Read more about the Equality Dinner

24 April

Allies Programme

London

[Find out more](#)

28 April

Trans Allies Programme

London

[Find out more](#)

24 April

Network Group Masterclass

Glasgow

[Find out more](#)

6 May

Equality Dinner

London

[Find out more](#)

For more upcoming events, visit our **[Diversity Champions calendar](#)**.

Keep up with the LGBT inclusion world



Celebrate your trans colleagues for Trans Day of Visibility

31 March is Trans Day of Visibility, a great opportunity to celebrate trans identities in your workplace. Here are a few things you can do to mark the occasion:

- **Profile trans role models** from your organisation or sector to show all staff that it's possible to be comfortable and successful at work without compromising on who you are.
- **Encourage senior champions to communicate a strong message** for trans inclusion with all staff – because senior leaders play a key role in creating trans-inclusive workplaces.
- **Organise an event** to raise awareness of trans equality at work and use the opportunity to fundraise for a trans organisation or initiative.
- **Book a [Trans Allies programme](#)** to empower your staff to step up as allies to their trans colleagues.

While Trans Day of Visibility is an important date to commemorate, trans inclusion should be a priority all year round. For more information on creating trans-inclusive workplaces, read our trans inclusion resources.

Read 'First steps to trans inclusion' and more resources

31 March
Trans Day of Visibility

17 May
**International Day Against Homophobia,
Biphobia and Transphobia (IDAHoBiT)**

26 April

24 May

Lesbian Visibility Day

Pan Visibility Day

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Mark Kember

Director of Membership Operations

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 16 March 2020 15:21
To: Susan Ward-Rice
Subject: RE: FOLLOW UP FROM THE WEI BENCHMARKING KMEETING

Hi Susan

Thanks for the explanation, I must admit I was aware of that but had not appreciated it at the time of me emailing back to you.

I think the 22 Apr would be more beneficial to the Council as well as a better use of my time. I will pencil this in as well, but understand that much could change in between now and then especially with the coronavirus advice about meetings etc.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Mobile [REDACTED]

[Pronouns:](#) [REDACTED]






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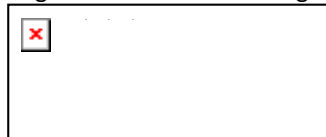
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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>
Sent: 13 March 2020 13:45

To: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: FOLLOW UP FROM THE WEI BENCHMARKING MEETING

Hi [REDACTED]

Thanks for the document, I will circulate to everyone that was around the table, so they can see the questions and the evidence required, that really helps a lot.

Sorry I should have explained properly – Dorset Council is a new council established in April 2019, all the other councils such as Dorset County Council dissolved on the 31 March 2019, so when we submitted our application it was a mixture of Dorset Council (six months and DCC and other councils six months) – this was agreed with [REDACTED]. Fast forward to now and we only like to talk about Dorset Council and not what the other councils may or may not have done, so I have to sell our inclusion in Stonewall as our first time and use it as the baseline for how we can improve things – does this make sense, happy to talk further about this.

Thanks for being understanding about the cabinet meeting, I will speak with Cllr Wharf (the person who was on your right) to see if he influence the agenda. I wonder whether it would be more beneficial for you to attend informal cabinet, which is a closed meeting, as there would be more opportunity to speak and have a dialogue – this meeting is taking place on Wednesday 22 April in the afternoon, would you be available? I will need to speak to Cllr Wharf, but if I am honest, it would be a much better use of your time?

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Intelligence & Performance
Dorset Council

[REDACTED]
dorsetcouncil.gov.uk



From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 13 March 2020 11:58
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Subject: RE: FOLLOW UP FROM THE WEI BENCHMARKING MEETING

Hi Susan

Thanks for the information about the meeting. You mention ***the council entering Stonewall for the first time***, not sure what you mean by that? DCC has done the WEI in the past. The first time I was involved in DCC and the WEI was 2016.

No worries about not being able to give me an exact time for me being at the meeting, I was also given the impression that you would not need me to say too much anyway. Just keep me posted and if an earlier rather than later slot could be secured that would be great but I understand that these things change etc.

The portal where submissions are made/stored is being worked on at the moment so none of us have access. However I have added your submission to this email. Unfortunately the links are not working back to Fluid Review at the moment. But it may help.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Mobile [REDACTED]

[Pronouns:](#)

[REDACTED]

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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 13 March 2020 11:32

To: [REDACTED] <[REDACTED]@stonewall.org.uk>

Subject: RE: FOLLOW UP FROM THE WEI BENCHMARKING MEETING

Hi [REDACTED]

Thanks for this information, really useful and thanks for your time last week. With regards to the cabinet meeting on 5 May, I have asked for Stonewall to go on the forward plan for this meeting, I need to produce a report for Cabinet, which will be along the lines of:

- the council entering Stonewall for the first time,
- this is our score, this is what Stonewall suggested
- here is our action plan – please can we adopt and get on with the work! (and have a senior buy in)

Cabinet starts at 10am, but at the moment I do not know where it would be on the agenda, so can't give you a specific time other than sometime in the morning, once the agenda is released (towards the end of April, it will be clearer and I can ask at informal cabinet, if it can be moved up nearer to the top, which would then help with your planning). Does this help?

Also, is it possible for you to provide information on how to access the portal where submissions are made, I can't seem to find the email with the link, as this would help in pulling some of last year's information.



Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Intelligence & Performance
Dorset Council


dorsetcouncil.gov.uk



From:  <@stonewall.org.uk>
Sent: 11 March 2020 19:16
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Cc: Aidan Badder <a.e.badder@dorsetcc.gov.uk>
Subject: FOLLOW UP FROM THE WEI BENCHMARKING MEETING

Hi Sarah

Thanks for getting such a strong team together for the Benchmarking meeting last week, it is great to see much more engagement than I had seen in previous years.

I said I would follow up with the following:

B&H Toolkit

In order to help you update your B&H Policy please Inclusive Policy Toolkit: Part 2: Discrimination, bullying and harassment policies - <https://www.stonewall.org.uk/resources/inclusive-policy-toolkit-part-2-discrimination-bullying-and-harassment-policies>. You will need your log on to view this resource, but I have also attached it for ease.

Best Practice Exit Interviews – Attached

Role Models Profiles

We talked about using some profiles from others outside of DCC. Here are a few examples that you could use at the appropriate times of the year.

- Role models being lesbian, gay, bisexual and transgender in Wales - https://www.stonewall.org.uk/system/files/role_models_english_2017.pdf

- Features 25 stories from LGBT people who have lived through inequalities and experiences rarely reflected on television, in books, in films or in schools. - <https://www.stonewall.org.uk/resources/lgbt-voices>
- Bi Role model of the year 2019 - <https://www.stonewall.org.uk/people/bi-role-model-year-2019-hafsa-qureshi>
- Lesbian Role Model of the Year 2020 - <https://www.stonewall.org.uk/people/lesbian-role-model-year-2020-laila-el-metoui>
- Faith Posters/profiles - <https://www.stonewall.org.uk/system/files/lgbt-history-16-posters.pdf>

Resources

Attached is a list of the resources – you will need your Log in in order to access some of these.

WEI – Word Version

The WEI that you have just completed is attached as word document. However I will send the new one (WEI 2021) as soon as it has been released.

Stonewall Workplace Conference 2020

<https://www.stonewall.org.uk/events/stonewall-workplace-conference-london-2020>

Tickets are still available and the programme is listed on this page. T would be great to see you there. Do let me know if you are able to attend.

My offer of a visit in May could still be possible but I have not heard anymore than was discussed last week at the meeting, my diary does get full and I do have leave booked in May as well.

Please do let me know if there is anything else that I offered to send to you that I may have missed.

Kind regards

[Redacted]

[Redacted]

[Redacted]

Mobile [Redacted]

Pronouns: [Redacted]

[Redacted]

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 23 March 2020 19:48
To: [REDACTED]
Subject: STONEWALL WEBSITE - COVID-19 – how LGBT-inclusive organisations can help

Hello All,

You may have already seen this but in case you have not, I thought this link to our website might be helpful to post in your organisations in the most appropriate way.

<https://www.stonewall.org.uk/about-us/news/covid-19—how-lgbt-inclusive-organisations-can-help>

LGBT communities across the country are coming together to show each other solidarity, support and provide lifesaving services. These are the titles that are covered:

HOW STONEWALL CAN HELP

MUTUAL AID

HOMELESSNESS SERVICES

SELF-ISOLATION HELPLINES AND GUIDANCE

DISABILITY, HEALTH AND WELLBEING

TRANS-SPECIFIC CARE

SERVICES FOR OLDER AND YOUNGER PEOPLE

SERVICES FOR ASYLUM SEEKERS

Kind regards

[REDACTED]

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 07 April 2020 11:42
To: Susan Ward-Rice
Subject: RE: Stonewall WEI report - delay going to cabinet

Hi Susan

We are definitely looking at the WEI and dates etc. This is what we are currently telling people.

2021 WEI

As a result of COVID 19, we are considering very carefully how we maintain our planned workstreams in the current circumstances. As soon as we have any new information I'll be in touch.

However the changes that are currently planned to the 2021 WEI will be as follows:

- % weighting will be reviewed but will be announced at the beginning of each section like in previous years.
- Maybe some sections will merge. TBC at this stage.
- Additional Section 10 may not be part of the WEI but there may be an innovation award section instead.

Gold Silver Bronze Awards – This is still being finalised but may be based on % of certain areas.

End of April/Beginning of May - Criteria released. Prob as a link to a word document. This may not include the SFQ.

End of May TBC – Criteria Seminar/Webinar Available.

WEI Opens - Thurs 8 Jun 2020

WEI Closes - Tues 8 Sep 2020

SFQ - Will run until Nov and we are hopeful that it will also be available from Jun 2020.

I hope this helps in some way. You will be given a point of contact when I go onto furlough from COP Thursday.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

Mobile [REDACTED]

[Pronouns:](#) [REDACTED]






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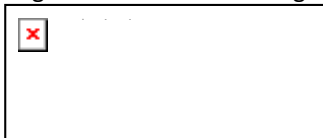
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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 07 April 2020 11:28

To: [REDACTED] <[REDACTED]@stonewall.org.uk>

Subject: RE: Stonewall WEI report - delay going to cabinet

Hi [REDACTED]

Thanks for the email and update, gosh the impact is really enormous and will continue to grow for quite a while. I am sorry that Stonewall is looking at furloughing some employees, not an easy decision for the organisation to make, very pressing times. I did wonder yesterday when sending the email yesterday, if Stonewall would be looking at how the WEI Index may work next year, given the impact that Covid-19 is having on organisations.

Good luck with the next few weeks and stay safe.

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Intelligence & Performance
Dorset Council

[REDACTED]
dorsetcouncil.gov.uk



From: [REDACTED] <[REDACTED]@stonewall.org.uk>

Sent: 06 April 2020 17:33

To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>

Subject: RE: Stonewall WEI report - delay going to cabinet

Susan

Thanks so much for letting me know and I am not surprised. We are also looking at all of our priorities at the moment as you can well imagine. Many of our fundraising events such as the Workplace Conference, our Equality Dinner and all of the Prides that we normally attend have been cancelled or postponed. We are also looking at furloughing some of our staff [REDACTED]

Again thanks for letting me know about the changes at your end.

Kind regards

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From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>

Sent: 06 April 2020 16:43

To: [REDACTED] <[REDACTED]@stonewall.org.uk>

Subject: Stonewall WEI report - delay going to cabinet

Hi [REDACTED]

Hope you and yours are keeping safe and well.

Just to let you know that, due to the current situation we are delaying taking the Stonewall WEI committee report to cabinet on the 5 May, unfortunately the April cabinet was cancelled, so this is causing a slight backlog in reports and our current priority of work is anything to do with Covid-19. If it's okay with you, I will come back to at the end of month, with hopefully an update and possible dates.

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer
Business Intelligence & Performance
Dorset Council

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Freedom of Information

From: Stonewal <memberships@stonewall.org.uk>
Sent: 09 April 2020 09:59
To: Susan Ward-Rice
Subject: COVID-19: How we can continue to support you

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Dear colleague,

I hope that you, your colleagues, and your loved ones are staying safe during this difficult period. Today, in place of our usual newsletter, I'm getting in touch to share Stonewall's response to the impacts of Covid-19 on all of us, our workplaces and our communities.

We're all facing some very difficult changes in our lives, and a lot of uncertainty. Many workplaces are having to quickly adapt to these changes, and we know that marginalised people and communities are always the hardest hit in times like these.

For the time being, we are postponing or suspending our in-person programmes and events, and our staff in all offices are working from home. The health of our colleagues, supporters and friends must take priority, and we're closely monitoring government guidance to make the right decisions.

But our work isn't stopping – far from it. We continue to offer support to your organisation and its LGBT network through your account manager, our bank of resources and guidance, policy reviews, and more. We're also working on new guidance and support for LGBT-inclusive organisations like yours to continue to uphold values of equality and inclusion in a time of crisis. We count on you to continue to work with us to support your LGBT employees, and LGBT communities that are at risk losing spaces, funding employment, and other essential resources.

We've created a [list of useful links and services](#) available for support that you can share with your LGBT employee network group. Our [Information Service](#) is here to help, too.

Read and share how these LGBT-inclusive organisations can help

This is a time of crisis for our country, and we'll be here to ensure that LGBT people are not excluded from the support they need, and that as we emerge from this, our rights and protections are safeguarded as we rebuild.

It's also more important now than ever that we stand in solidarity with all marginalised groups. We've already seen a rise in hate crime against people of colour, and it's clear that disabled people, older people, and people living in poverty are some of those most at risk in the current climate.

Thank you and best wishes,

Mark Kember

Director



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 07 May 2020 12:18
To: Susan Ward-Rice
Subject: Your May newsletter from Stonewall

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Dear colleague,

I hope that you, your colleagues, and your loved ones remain safe.

We're all facing new demands on our time, energy and resilience. We know that many of you are responding to some of the biggest challenges you've faced at work. But we also know that you share our commitment to ensuring that progress towards LGBT equality is not lost in times of change.

For the past two months we've listened carefully to understand what you need. We're now pleased to share an update on how we're adapting our work to continue to support your organisation's progress towards LGBT equality.

Direct support

As you adapt to new challenges and ways of working our Client Account Management team is still here to support you.

We know that this crisis is affecting your employees in many ways. Marginalised communities, including your LGBT employees and service users, may be among those hit the hardest.

The Stonewall team are gathering [insights](#) to support you. Please don't hesitate to reach out directly and use the experience and expertise of our staff to help you through these challenges.

Conference, training and resources

Our commitment to ensuring the safety of our staff, partners and community remains. Although we can't deliver our services face to face right now, we're working hard to adapt and continue to provide you with high quality support digitally.

Thank you for your patience while we work to get this right. Over the coming month we're excited to be launching:

- Plans to deliver this year's Workplace Conferences
- A selection of new online workshops
- An online resource hub to support you through this crisis

Workplace Equality Index 2021

Our 2020 Workplace Equality Index was our biggest to date. More employers than ever progressed and celebrated their work to champion equality.

We've heard from some Diversity Champions that continuing the 2021 Workplace Equality Index in line with its usual schedule may present challenges and barriers.

In response to this feedback, we're reviewing how the next Index can best serve the needs of individuals, communities and employers without losing the momentum we've worked so hard to build together.

We will continue to assess the situation and will update you on our plans, including the launch date of our new criteria, as soon as possible. We appreciate your patience and understanding as we do this.

Visibility, communication and celebration

As we physically distance ourselves from each other, bringing our community together is more vital than ever. There are some important dates on the horizon to do just that:

17 May

**International Day Against Homophobia,
Biphobia and Transphobia (IDAHOBIT)**

June

Pride Month

24 May

Pan Visibility Day

14 June

Non-Binary People's Day

Our Client Account Management team can help you adapt and make the most of your plans to mark these events. Look out for updates soon.

Thank you and best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 28 May 2020 13:53
To: Susan Ward-Rice
Subject: Workplace Equality Index 2021

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Update: Workplace Equality Index 2021

Dear colleague

Earlier this month, we wrote to you about how we are adapting our work to continue supporting your organisation through this challenging time.

We have heard from many of you that there are significant barriers to participating in the Workplace Equality Index this year, due to the ongoing challenges of responding to COVID-19. Having listened to these concerns, and considered all options and impacts carefully, we have made the decision not to open Workplace Equality Index submissions this year or publish a 2021 Top 100 Employers list.

However, we know that you still share our commitment to maintaining progress towards LGBT inclusion and recognise how important it is in times of change. Many of you have also fed back that you would still value structured support to work towards the new criteria this year.

So, in place of your submission and benchmark, we will be providing a comprehensive series of support. This will ensure that LGBT inclusion continues to thrive in your organisation and will get you ready to submit again for the 2022 index.

Workplace Equality Index support series

Part 1: New criteria webinars

Introducing overall changes, details of each new section and information about the Gold, Silver and Bronze Employer awards. These will be followed by sector-specific Q&A webinars with experts from the Stonewall team.

Part 2: Criteria consultancy sessions

Two-hour, in-depth sessions focusing on up to three index areas of your choice. These might include individual sections or identity-specific questions. You will provide details of your progress so far and our account management team will support you to improve your score.

Part 3: Common challenge webinars

Sharing best practice, common pitfalls and effective solutions identified in the criteria consultancy sessions.

[Find out more](#)

Timeline

18 June 2020 – new criteria and introductory webinars are launched

July to August 2020 – sector-specific Q&A webinars take place

September 2020 – criteria consultancy session bookings open

October to December 2020 – criteria consultancy sessions take place

February to March 2021 – common challenge webinars take place

The series will be included in your Diversity Champion membership, so – whether you choose the element most helpful to you or participate in the full series – there will be no extra cost.

We look forward to supporting your progress in the index this year and will use this time to consider how we can improve it for the future. Our account management team is on hand if you have any feedback or questions.

Thank you for your continued work to improve the lives of your LGBT employees, service users and communities.

Best wishes,

Mark Kember

Director of Membership Operations



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 17 June 2020 17:35
To: Susan Ward-Rice
Subject: An important message from Stonewall

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Dear colleague,

I hope that you, your colleagues, and your loved ones continue to stay safe during this difficult period and your organisations continue to meet the challenges we are all working through.

We continue to see the world around us change rapidly, and as always, we are here to help you through those changes.

Below is a message to all of our partners, friends and allies from our new CEO, Nancy Kelley:

Dear friend,

Over the last few weeks, the police murders of George Floyd, Tony McDade, Breonna Taylor and many others have sparked global protests led by the Black Lives Matter movement.

Here in the UK, and in many countries around the world, Black people and their allies are standing up against anti-Black racism and creating change.

I'm in my first weeks as CEO at Stonewall; an organisation that was born out a protest movement shaped throughout its history by Black lesbian, gay, bi and trans activists.

And I'm reminded that Pride is, and has always been a protest, as well as a celebration of everything that makes our LGBT+ communities unique and beautiful.

We've got a lot of work still to do at Stonewall before our organisation can confidently say it is a place where LGBT+ people of colour can thrive, and where all of our work is truly inclusive.

I'm committed to working with colleagues and supporters like you to make that change happen.

In this newsletter we are sharing resources from people that can help you (particularly if you are, like me, white) not just get better informed, but get active in tackling racism in our

community.

We also want to encourage you to donate if you can to Black-led organisations that are working in the UK and globally to improve the lives of LGBT+ Black people and LGBT+ people of colour.

Over the last week you may have also seen some worrying reports in the press that the government may be slowing progress on trans rights here in the UK.

If accurate, these would be another blow for our community at this difficult time. Please [read our blog](#) to find out which actions you can take to support trans rights.

Thank you,

Nancy Kelley
Stonewall CEO



What can we do together?

There's a lot that we can do to be active in tackling racism.

Become an ally:

Start with [this article](#) by Liv, a Stonewall Young Campaigner and [share this Twitter thread](#).

Donate:

Consider donating to [UK Black Pride](#), [the Colours Youth Network](#), [Bi's of Colour](#) and [Out of the Margins organisations](#).

Come Out For Trans Equality:

We have a short window where organisations who support trans equality can shape the conversation in Government.

We know they are open and welcome the view of leading businesses, membership bodies and service providers who support trans equality.

Please ask your CEO to write a private letter to the Prime Minister and Women and Equalities Minister to outline your concerns about recent press reports, show your support for trans equality and urge the Government to give trans people the support and recognition they deserve.

Stonewall can provide guidance for your letter. Please email  [@stonewall.org.uk](mailto: [redacted]@stonewall.org.uk) for more information.

As individuals you can write to the Prime Minister too using [Gendered Intelligence's email action](#), and if you are a cis woman, you can take part in the Mermaids-led [#NotInMyName conversation on Twitter like our CEO Nancy Kelley has](#).

As we see issues continue to threaten the progress we have made within and across all of our communities, it is more important than ever that we continue to champion diversity to support our colleagues, our organisations and our futures.

Thank you and best wishes,

Mark Kember
Director of Membership Operations



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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 18 June 2020 14:42
To: Susan Ward-Rice
Subject: Introducing the new Workplace Equality Index criteria

[View this email in your browser](#)



Dear colleague,

Last month we wrote to you about our decision not to open Workplace Equality Index submissions this year. Instead, we introduced you to the [Workplace Equality Index support series](#), a comprehensive series of webinars and consultancy sessions to get you ready for the 2022 Index.

Today I am delighted to introduce our new Workplace Equality Index criteria.

New criteria

The Workplace Equality Index runs on a three-year cycle and between each cycle the criteria are comprehensively reviewed and updated to reflect latest best practice.

The new criteria will form the foundation of our support for you this year and the next cycle will begin with the 2022 Index.

[Download the criteria](#)

New criteria webinars

Part 1 of the support series begins today, with the launch of our first two webinars:

- Introduction to the new criteria
- Introduction to Gold, Silver and Bronze Employer awards

Eight more pre-recorded webinars will launch on 2 July, with details of each new criteria section.

Watch the webinars

Sector Q&A webinars

Part 1 of the support series continues through July and August with our live sector Q&A webinars. These will provide the opportunity to ask any questions you have about the new criteria with a sector specialist from the Stonewall team. Bookings are now open.

Book your place

We look forward to seeing you at the webinars throughout summer. As ever, our account management team is on hand if you have any feedback or questions.

Best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 02 July 2020 14:54
To: Susan Ward-Rice
Subject: Watch our latest Workplace Equality Index webinars

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Dear colleague,

Two weeks ago, we shared the [new Workplace Equality Index criteria](#) with you. We hope you have enjoyed getting to know the new themes and questions.

We also launched part one of the [Workplace Equality Index support series](#), with our first two pre-recorded webinars:

- Introduction to the new criteria
- Introduction to Gold, Silver and Bronze awards

Today I am writing with the news that a further seven introductory webinars are now available. These provide detailed information about each section, including key changes and new questions.

[Watch all webinars](#)

Part one of the support series continues through July and August with our live sector Q&A webinars. These will provide the opportunity to ask any questions you have about the new criteria with a sector specialist from the Stonewall team. Spaces are limited and bookings will close 48 hours before each session.

Book your place

Our account management team is on hand if you have any questions about making the most of the support series. We look forward to seeing you throughout summer.

Best wishes,

Mark Kember

Director of Membership Operations

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 03 September 2020 09:59
To: Susan Ward-Rice
Subject: Book your criteria consultancy session

[View this email in your browser](#)



Dear colleague,

Over summer, we have had the pleasure of introducing you to the new Workplace Equality Index criteria through part one of our [support series](#).

We hope you've enjoyed getting to know the new questions and meeting the team at the Q&A sessions.

Remember you can re-watch the ten introductory webinars at any time.

[Watch the webinars](#)

Today I'm writing to let you know that expressions of interest are open for part two of the series – your criteria consultancy session.

This is a two-hour, in-depth session focusing on up to three index areas of your choice. You will provide details of your progress so far and a member of the Stonewall team will support you to understand how this work can be improved in line with the new criteria.

The delivery of consultancy sessions will be shared across our team of expert account managers, to give you access to our widest range of skills, experience and

knowledge and improve scheduling.

You have until 3 October to express your interest on [Stonewall Submit](#). A member of the Stonewall team will then be in touch within 10 working days to arrange your meeting for before the end of December.

Express your interest now

Please note: if you haven't entered the Workplace Equality Index before, you may need to register a new account on Stonewall Submit. If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

We look forward to meeting with you in the coming months.

Best wishes,

Kate Williams

Head of Workplace

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 17 September 2020 13:50
To: Susan Ward-Rice
Subject: Your September newsletter from Stonewall

[View this email in your browser](#)



Welcome to your September newsletter from Stonewall!

In this edition, you'll find out about:

- Registering for your free Workplace Equality Index criteria consultancy session
- Booking one of our new digital workshops
- Celebrating Bi Visibility Day

Register for your WEI criteria consultancy session

Expressions of interest are now open for Workplace Equality Index criteria consultancy sessions and close on 2 October.

Ahead of your session, you'll provide details of your work so far against three Index areas of your choice. A member of the Stonewall team will then review this work and support you to understand how it can be improved ahead of submissions opening again next year.

As part of the [Workplace Equality Index support series](#), the sessions are included in your Diversity Champions membership. [This video](#) guides you through how to register your interest on Stonewall Submit.

Please note: if you haven't entered the Workplace Equality Index before, you may need to create a new account.

Express your interest now

Digital training launch

Looking to engage staff with training opportunities? We now offer bite-sized, 90-minute digital workshops on LGBT inclusion. Book your spot on our upcoming Open Digital Workshops or book them in-house for up to 50 of your staff.

Upcoming dates:

- **29 October 2020:** Being a Better Ally to LGBT People of Colour
- **18 November 2020:** First Steps to Trans Inclusion
- **3 February 2021:** Introduction to LGBT Allyship

Email empowerment@stonewall.org.uk to book.

Coming up

Celebrate Bi Visibility Day this 23 September

It's almost time for Bi Visibility Day, and we hope you'll be celebrating it with us! This is a great opportunity to remind your bi employees, customers and service users that they are valued and celebrated, and that your organisation won't tolerate any forms of biphobia.

Share Amy, Pierrette and Stella's stories of being bi in the workplace

Find out about our Bi Inclusive Workplace of the Year 2020

Find out about our Bi Role Model of the Year 2020

October
Black History Month

10-17 October
National Hate Crime Awareness Week

11 October
National Coming Out Day

25-31 October
Asexual Awareness Week

Thank you and best wishes,

Stonewall

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 24 September 2020 09:59
To: Susan Ward-Rice
Subject: Trans rights update and new research on bi experiences

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Dear Colleague,

You may have seen developments this week around legislation affecting trans communities and we wanted to update you.

After a two-year wait, the UK Government's reforms to the Gender Recognition Act (GRA) have been announced. The changes proposed to simplify legislation that allows trans people to change gender on their birth certificate fall short of the meaningful reform that Stonewall and leading employers have called for.

But in the face of increasing transphobia across society, Diversity Champions have a vital role to play in protecting and securing trans rights.

It took over 30 years to scrap Section 28 – legislation that targeted LGBT people for being themselves.

It will take time to turn the tide on transphobia. And it will take all of us.

Leading employers taking a stand has already helped stop a rollback on trans rights this summer. Don't stop now.

Share why you are [#TogetherWithTrans](#) on social media and let's keep up the fight for trans equality.

[Read our statement on Gender Recognition Act reform](#)

[Read our blog about what the changes mean](#)

Bi Report

This week we celebrated [Bi Visibility Day](#) and published our new [Bi Report](#) – a short and digestible look into bi people's experiences in Britain, including in the workplace.

It's clear that there is a long way to go before all bi people are accepted and supported within and outside of the LGBT community.

Listening to and amplifying bi voices is a good place to start!

[Read our latest research on bi experiences](#)

Thank you and best wishes,

Stonewall

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 01 October 2020 10:00
To: Susan Ward-Rice
Subject: Black History Month and last chance to register your interest for the Workplace Equality Index

[View this email in your browser](#)



Dear colleague,

This year, Stonewall will be celebrating Black History Month by sharing experiences of Black LGBT people.

Every October, Black History Month is a celebration of all Black life, including Black lesbian, gay, bi and trans people.

For all of us at Stonewall, Black History Month is an opportunity to highlight the work and contributions of Black LGBT people, which are too often forgotten and erased.

The murders of George Floyd and Breonna Taylor this summer sparked an unprecedented wave of international activism against structural racism that demanded reform and accountability in saying: Black Lives Matter.

Black History Month comes at a time when there has never been more focus and attention given to the struggles and discrimination that Black people face in the UK and worldwide.

Black people have always been at the centre of the LGBT liberation movement from Marsha P. Johnson and Stormé DeLarverie, who were major figures in the Stonewall uprisings of 1969, to modern day LGBT leaders like Munroe Bergdorf and Lady Phyll.

This year Stonewall's Black LGBT staff aim to highlight the incredible contributions that Black LGBT people and Black LGBT-led organisations are making throughout the UK, as well as share the richness of queer Black activism.

Our Black LGBT staff aim to use our platform to provide a space to meaningfully centre a wide range of Black LGBT voices, with a particular focus on Black trans voices, when many of their experiences can be overlooked.

We will also share resources on how to be a better ally to Black LGBT people. If you want to get started, make sure you:

- Listen to the voices of a community that has been historically erased
- Support Black LGBT communities by recognising the privilege that you have
- Showcase those communities, be it in the workplace, in social spaces or just in your personal lives

[Visit our Black History Month hub](#)

Last chance to register your interest

Expressions of interest for Workplace Equality Index criteria consultancy sessions close at midnight tomorrow, **2 October**.

Your session forms part two of the [Workplace Equality Index support series](#) and is included in your Diversity Champions membership at no extra cost.

[Express your interest now](#)

If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

Thank you and best wishes,

Kate Williams

Head of Workplace

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 13 October 2020 12:02
To: Susan Ward-Rice
Subject: RE: Booking your WEI criteria consultancy session

Hi Susan,

Thanks for getting back to me with your availability. I'm pleased to confirm our meeting for:

8th December, 2-4pm
Tech arrangements TBC

Please send me a calendar appointment for our session on your preferred system, or let me know if you would prefer me to send you a calendar invite with a link to Teams.

As mentioned in my initial email, your pre-session task can now be accessed and completed on Stonewall Submit. It should now appear within your 'WEI criteria consultancy session' submission, where you completed your expression of interest. Please note that the strict deadline for this is 24th November, 10 working days before our session.

A few days before our session, I'll be in touch with a detailed agenda.

I look forward to meeting with you then. Please do let me know if you have any questions in the meantime.

Many thanks,

From: Susan Ward-Rice <susan.ward-rice@dorsetcouncil.gov.uk>
Sent: 13 October 2020 10:41
To: [REDACTED] <[REDACTED]@stonewall.org.uk>
Subject: RE: Booking your WEI criteria consultancy session

Hi [REDACTED]

Thanks for the emails and apologies for the delay in coming back to you. I have had a look through your diary and the officers I would like to invite to the meeting and the following are possibility:

- 10 November slot 12
- 8 December slot 24
- 9 December slot 25

If possible, our preference is the 8 or 9 December, as the 10 November potentially clashes with an employee forum. Once we have confirmation of a date, I will send the list of attendees.



Look forward to hearing from you.

Regards

Susan

Susan Ward-Rice
Diversity & Inclusion Officer



From:  <@stonewall.org.uk>
Sent: 30 September 2020 15:29
To: Susan Ward-Rice <susan.ward-rice@dorsetcc.gov.uk>
Subject: Booking your WEI criteria consultancy session

Hi Susan,

My name is  and I'm a  in the Public Sector team at Stonewall.

Thank you for registering your interest in a Workplace Equality Index criteria consultancy session. The delivery of the sessions is being shared across our team, so I'm writing to let you know that I'll be delivering yours. I'm really looking forward to meeting you and supporting you with the new criteria.

More about the session

Your criteria consultancy will be a 2-hour session focusing on the new Index criteria questions and getting you ready for when submissions open again next year.

Ahead of the session, you'll complete a pre-session task, focusing on three Index areas of your choice. We'll spend most of the meeting discussing these three areas and I'll feedback on areas for improvement.

There will also be time to discuss your LGBT inclusion work this year and any challenges you're continuing to face as a result of the COVID-19 pandemic.

Because we'll be focusing on the detail of the criteria, your team members most closely involved in compiling Workplace Equality Index submissions will find the session most helpful. To keep the conversation focused, I would recommend inviting no more than 5 attendees. This might also include your LGBT employee network group chairs and colleagues responsible for delivering the chosen areas of work (for example your procurement lead if you choose to focus on supply chains).

I will provide a more detailed agenda nearer the time.

Deciding a date and time

Your session can take place between November 2nd and December 18th.

You can view my availability, either:

- On your calendar app:



- Or on a web browser:



Please note – this calendar is being shared with other Diversity Champions, so we will not display any organisational information on it.

Once you've reviewed the available meeting slots, please:

- Let me know your three preferred meeting dates and times
- Hold these in attendees' calendars where possible.
- Let me know names and job roles of your colleagues who are likely to attend the meeting too.
- Share any access requirements of attendees that I should be aware of when planning and delivering the session.

Once I've received your reply, I'll be in touch within a week to confirm our meeting date.

Tech arrangements

Due to ongoing restrictions relating to COVID-19, we will be delivering all criteria consultancy sessions digitally. I would be very happy to deliver the session on Dorset Council's video conferencing system of choice. Alternatively, I can arrange a Teams meeting through Stonewall's accounts. Please let me know your preference.

Your pre-session task

Your pre-session task can be accessed and completed on Stonewall Submit. It should now appear within your 'WEI criteria consultancy session' submission, where you completed your expression of interest. Here you can select your three areas of focus from the following options:

- Option 1: Bronze Award criteria
- Option 2: Bi inclusion
- Option 3: Non-binary inclusion
- Option 4: Intersectional approach
- Option 5: Reaching employees in all locations
- Option 6: Policies and benefits
- Option 7: The employee lifecycle
- Option 8: LGBT Employee Network Group
- Option 9: Empowering individuals
- Option 10: Leadership
- Option 11: Monitoring
- Option 12: Supply chains
- Option 13: Community and sector engagement
- Option 14: Service delivery

Once you've selected these, the relevant questions from the Index will appear in the following pages of the form. Please complete these as fully as you're able to, enabling me to provide the most comprehensive feedback I can.

The deadline for your pre-session work will be 10 working days before your meeting. This is a strict deadline to ensure I have enough time to review your work in-depth ahead of your session. Though this will take less time to complete than a regular Workplace Equality Index submission, I'd recommend you get started as soon as possible.

Unlike a Workplace Equality Index benchmarking meeting, you will not receive scores or a written report at your meeting. However, summary feedback on each of your focus areas will be shared with you ahead of your meeting.

I look forward to hearing from you about suitable dates and times for our session. In the meantime, please let me know if you have any questions.

Kind regards,

[REDACTED]

Pronouns: [REDACTED]

My working days are Monday-Thursday






The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

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Freedom of Information

From: Stonewall <empowerment@stonewall.org.uk>
Sent: 20 October 2020 12:40
To: Susan Ward-Rice
Subject: Engage your staff around key LGBT inclusion dates

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Dear colleague,

This October, we hope you've been making the most of the [Stonewall Black History Month Hub](#). It contains a wealth of information and resources to help you celebrate and educate.

To complement these resources and support your learning you can book your place on our upcoming digital workshop, 'Being a better ally to LGBT People of Colour'. This is the first in a series of workshops themed around key LGBT inclusion dates.

Being a better ally to LGBT People of Colour

29 October 11.00 - 13.00

You'll have the opportunity to take part in a best practice workshop and hear a live interview with Martha Awojobi from [Charity so White](#). This session will help you develop the knowledge and skills to step up as an ally.

[Find out more](#)

Upcoming Workshops

This workshop is the first in a series. All sessions last two hours and are delivered on Zoom, tickets cost between £40 and £60 using your Diversity Champions discount. Please see below for more dates and themes.

First Steps to Trans Inclusion

18 November 11.00 - 13.00

On Trans Day of Remembrance, this is an opportunity to learn more about the practical ways you can create a more inclusive workplace for trans people.

[Find out more](#)

Introduction to LGBT Allyship

3 February 11.00 - 13.00

During LGBT history month this workshop will help delegates understand more about the experiences of LGBT people at work and how to be an ally at work.

[Find out more](#)

If you'd like to engage more of your colleagues we are able to offer these and many more digital workshops exclusively for your staff. If you'd like to discuss how this could work for you please email us empowerment@stonewall.org.uk

Thank you for your ongoing support of Stonewall and of the LGBT community.

Very best wishes,

Sarah Campbell

Head of Empowerment





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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 13 November 2020 10:00
To: Susan Ward-Rice
Subject: Your November newsletter from Stonewall

[View this email in your browser](#)



Welcome to your November newsletter from Stonewall! In this edition, you'll find out about:

- Our upcoming digital training
- Commemorating Trans Day of Remembrance
- A new way to celebrate the end of the year with us

And more!



Our Training has gone Digital!

Looking to raise awareness and upskill staff? We are still running our LGBT inclusion training – it's just gone digital!

Following a successful session for Black History Month, we have two more coming up. For Trans Awareness week in November, we're delivering our 'First Steps to Trans Inclusion

session'. You'll leave this session with action plans to create a more trans inclusive workplace.

We're also hosting our 'Introduction to LGBT Allyship' session in February, to celebrate LGBT History Month. This is a great first step to engage staff in LGBT identities, experiences and active allyship in the workplace.

These sessions are bite-sized, 90-minute digital workshops. Book a spot on these sessions for you and up to three colleagues.

We also offer these workshops in-house for up to 50 staff. Email empowerment@stonewall.org.uk for more details.

18 November

First Steps to Trans Inclusion: Digital Workshop

ZOOM

[Book here](#)

3 February

Introduction to LGBT Allyship: Digital Workshop

ZOOM

[Book here](#)



Stand up against transphobia by commemorating Trans Day of Remembrance

For Trans day of Remembrance, Stonewall will stream a vigil to remember those whose lives have been taken by transphobia in the past year.

The event will start at 6pm with our host Mz Kimberley, followed by several guest speakers including Aquila Hope. It will be hosted in The Outside Projects Virtual Community Centre via [Zoom](#). You can also set a reminder for the event and watch it on [Facebook Live](#).

Find out more about the event



STONEWALL FESTIVE RECEPTION WITH SPECIAL GUESTS

Celebrate the end of the year with us at Stonewall's Festive Reception

You are invited to Stonewall's first ever online Festive Reception, starting at 7.30pm on Wednesday 2 December 2020.

This is a fantastic opportunity to thank our key supporters and celebrate what we have achieved together.

This year's event will be particularly special, as we thank and acknowledge our supporters for standing by us through a time which has been even more **challenging for the LGBT community.**

You can expect:

- A welcome address from Stonewall's new CEO,
- Celebrity hosts
- Exclusive performances, ending with a set by Gok Wan!

Wednesday 2 December 2020

7.30 pm start

Stuck for unique Christmas present ideas? You will have the opportunity to bid on money-can't-buy experiences and items on the night!

Register for your free place by emailing **events@stonewall.org.uk**.

Contact us to book your free space



We need your help finding new talent!

We're thrilled to be recruiting for a new Treasurer to join our board of trustees. With such an important role we're going to need all the help we can get to find truly excellent candidates, and particularly trans people and people of colour.

You can help us by sharing this role with your networks – whether on social media or directly to colleagues you know are committed to acceptance without exception for all LGBT people.

[Read the job ad](#)

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Kate Williams (she/her)

Director of Workplace

P.S. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you.

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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 23 November 2020 09:12
To: Susan Ward-Rice
Subject: Reminder: WEI pre-session task due tomorrow

Hi Susan,

I hope you're doing well.

Just a reminder that the pre-session task for your WEI consultancy session is due in by **5pm tomorrow**.

If you haven't been able to complete the whole task, don't worry – we'll still be able to talk through your work and key changes to the index. Please do submit any work that you've managed to get done, to allow me sufficient time to prepare feedback in advance of our session.

Looking forward to meeting you on the 8th.

Kind regards,

[REDACTED]

[Pronouns:](#) [REDACTED]






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Freedom of Information

From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 01 December 2020 10:39
To: Susan Ward-Rice
Subject: WEI session agenda and further info
Attachments: Stonewall Workplace Equality Index 2021 reference criteria.pdf; Workplace Team - Client Code of Conduct.docx

Hi Susan,

Hope you're having a good week!

Thank you for completing the pre-session task ahead of our session next Tuesday. I'm just getting in touch with some further information about the session and an agenda. Please feel free to forward this on to the other attendees.

Agenda

1. Intros and context
2. How your work has been affected by COVID-19
3. Feedback on your pre-session task (approx. 60 mins)

Break

4. Additional areas of practice:
 - Bi inclusion and trans inclusion
 - Intersectional approach
 - Reaching employees in multiple locations

5. Bronze, Silver and Gold Employer Awards

6. Any additional questions

If you haven't already, I would recommend watching [pre-recorded webinars](#) - introducing overall changes to the criteria – ahead of the session.

Further information

Ahead of the session, you can view my written feedback on your pre-session task by logging into your submission and clicking 'review'. **I would recommend having this to hand during the session.** You may also want to have a copy of our WEI criteria to refer to (see attached).

Please let me know if you or any of the other attendees have any access needs and I'll do my best to accommodate these.

Code of conduct

As part of our standard process, I'm attaching our Code of Conduct for your reference. The purpose of these sessions is to ensure that your organisation and people benefit from our expertise and support in furthering LGBT inclusion. On very rare occasions a constructive environment for discussion and learning can deteriorate due to inappropriate or offensive behaviour and misunderstandings can occur. In order to ensure that we maintain a

productive working environment our staff will attempt to redirect the meeting but they reserve the right to conclude or terminate a meeting if they deem that the environment has become unworkable, as outlined in the document.

Please let me know if you have any questions ahead of the session. Otherwise, I look forward to meeting with you very soon!

Kind regards,

[Redacted signature]

Pronouns: [Redacted]






The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

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From: [REDACTED] <[REDACTED]@stonewall.org.uk>
Sent: 08 December 2020 17:09
To: Susan Ward-Rice
Subject: WEI session - follow up resources

Hi Susan,

It was lovely to meet you today. Thanks again for your time and well done for all the good work you have been doing in such a difficult period.

Following up with a few resources as promised. Please feel free to forward this to other attendees.

General WEI resources

I have attached a few resources to help you put together your submission to next year's index. These are:

- A document explaining the new Bronze, Silver and Gold awards
- The new index criteria
- A spreadsheet that you can use to structure your WEI action plan/evidence gathering ready for next year's index

Allyship

We talked about training and resources you could offer employees around allyship. You may be interested in our Digital Empowerment Workshops, particularly our 'introduction to allyship' workshop. Details about these are available [here](#).

Some of our members in your area have also done some great work around allyship. A few examples of these are:

- University Hospitals Plymouth NHS Trust – they are part of the rainbow badge scheme and have asked staff to sign a pledge as part of this. What I like about this pledge is that they offer space for people to personalise it, whilst keeping the core of the pledge the same. If you scroll to the bottom of the screen you'll see that their comms around this are really good too! You can find the pledge [here](#).
- Dorset Police have shared with us their allies information pack (see attached)
- Exeter University have a webpage specifically for allies, which gives a good sense of the kinds of information and resources that you can provide allies. More info on this [here](#).

Role models

We discussed role model profiles – [here](#) are some examples that Stonewall have gathered, hopefully they can offer a good template for your own profiles.

Monitoring

We discussed trans-inclusive monitoring and the issues with this given that HMRC still use a binary system to record gender.

Despite this, there are a few things that you can still be doing to strive for best practice in this area:

- Still monitor gender identity, but through different means – e.g. staff satisfaction surveys
- Communicate internally about your commitment to recognising all trans and non-binary identities despite the challenges of the systems you work with. I've attached a screenshot of the GLA's statement on non-binary inclusion. This also comes up lots in relation to gender pay gap reporting. A good example is Sainsbury's who included a statement on non-binary inclusion in their report - linked here: (page 3) <https://www.about.sainsburys.co.uk/~media/Files/S/Sainsburys/documents/sainsbury-group-gender-pay-report-2017.pdf>.
- Share your concerns with HMRC. We are always pushing for change but it is particularly powerful when it comes from organisations themselves.

You are also more than welcome to send your monitoring questions to us for review.

Let me know if you have any questions, and I look forward to working with you going forwards!

Kind regards,

[Redacted signature]

Pronouns: [Redacted]






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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 09 December 2020 11:19
To: Susan Ward-Rice
Subject: Your December newsletter from Stonewall

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Dear colleague,

Welcome to your December newsletter from Stonewall! In this edition, you'll find out about Rainbow Laces Day, Disability History Month, ways to support LGBT people in the voluntary sector, and more!



Happy Rainbow Laces Day!

Today is **Rainbow Laces** day, a day to speak up for LGBT inclusion in sport, and celebrate LGBT athletes everywhere. Over the past couple of weeks, we've seen a huge range of support, not only at elite level but right across your communities. We're counting on you to join us and play your part to make sport everyone's game.

Today is the perfect day to make noise on social media and wear your Rainbow Laces -

even if you're staying home! Click the button below for more information about how you can get involved.

Get involved!



Don't miss our LGBT Allyship Digital Training!

Looking for events and training opportunities to mark LGBT History month? Look no further!

We are running our open 'Introduction to LGBT Allyship' digital workshop on 3 February 2021.

This is a bite-sized, 90-minute Zoom workshop which is highly interactive. It blends knowledge sharing and practical exercises to suit various learning styles.

Book a spot on these sessions for you and three colleagues. Prices start at £48 per person for Diversity Champions members.

We also offer these workshops in-house for up to 50 staff. Email empowerment@stonewall.org.uk for more details.

Book now



Support your disabled LGBT employees this Disability History Month

18 November marked the start of Disability History Month, running until 18 December. Marking the occasion is an essential way to show your staff that you are committed to tackling ableism, and celebrate the identities of disabled employees, including disabled LGBT employees.

For the occasion, we'll be releasing a series of content focused around ways to support disabled LGBT people everywhere. Our first article is live now.

Read '5 LGBT disability organisations you should support'



Help us shape a more LGBT-inclusive voluntary sector

We are embarking on an exciting project to explore how we can offer new guidance for volunteer recruitment and management. If your organisation recruits volunteers, we would really appreciate you filling in [this survey](#). This will help us build an accurate picture of the type of support we should be providing.

Fill out the survey

Thank you again for your ongoing support. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

Kate Williams (she/her)

Assistant Director of Workplace

P.S. If there's anything else you would like to see in this newsletter, please let us know.

We appreciate your feedback and would love to hear from you. You can email us at

memberships@stonewall.org.uk.

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Freedom of Information

From: Stonewall <memberships@stonewall.org.uk>
Sent: 17 December 2020 11:47
To: Susan Ward-Rice
Subject: Thank you for your support

[View this email in your browser](#)



Dear colleague,

Thank you for all your support this year.

None of us could have imagined the life changing events of 2020. It's been a year of loss and loneliness for many people, and for the LGBT+ community, the Coronavirus pandemic is just one of many threats.

Inequalities that already existed have ramped up for the most marginalised LGBT+ people, including LGBT people of colour, trans people and people living in poverty. Governments across the world are using this crisis to roll back LGBT+ rights as pressure groups mobilise against our community here and across the world. The prevalence of racist violence has left many Black LGBT+ people unsafe, and the struggle for racial justice is as crucial as ever.

It's important that the real stories of LGBT+ people are told and that the impact of Coronavirus, and threats to LGBT + rights are understood.

Today, we want to thank you for working alongside us through a very tough time, and continuing to play your part in the fight against homophobia, biphobia and transphobia and all forms of injustice. This year has thrown most challenges at us than we could have expected, but every small step you've taken to better support your employees and your community is invaluable.

We hope you'll have a restful end of the year, so we can come back together stronger in 2021 to continue to shape a better world. For everything you've done for others, and to take care of yourself this year, thank you.

Kate Williams (she/her)

Associate Director of Workplace



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