

**From:**  
**Sent:** 24 August 2020 13:20  
**Subject:** August update from your Stonewall Client Account Manager  
**Attachments:** Bi Inclusion in the workplace.pdf

Hello,

Here is my latest update with news and resources from Stonewall.

I hope you've been keeping well and that you've been able to enjoy some time off work over the Summer.

### **How will you mark Bi Visibility Day?**

Bi Visibility Day is on Wednesday 23<sup>rd</sup> September. Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Here's three easy ways you can celebrate and mark the day:

- Use a bi flag virtual background for your online meetings or ask colleagues to wear pink, purple and/or blue (the colours of the bi flag)
- Share resources. I've attached a handout discussing bi inclusion in the workplace. This [two minute video from Harry Needs](#) is useful for sharing first-person bi experiences, and here are two videos from Pink News on bisexual myths: [PinkNews 1](#) [PinkNews 2](#)
- Ask staff to share their bi icons, perhaps by commenting on an intranet post. Stonewall staff shared their bi icons last year [on our website](#)

### **Workplace Equality Index Consultancy Sessions coming soon**

Our WEI Support Series had a great start with webinars going in depth into the new WEI criteria. You can watch all webinars on My Diversity Champions [online here](#). You can also read more about the WEI Support Series [here](#).

We'll be sharing information by email very soon about the WEI Consultancy Sessions and how to book your session. This is a chance for us to review some of your work on the new criteria and provide feedback between October and December. Please keep an eye out for this email and let me know if you have any questions.

### **Stonewall Digital Empowerment Workshops**

In the last few months, Stonewall has developed an exciting new suite of introductory Digital Empowerment Workshops.

Our selection of interactive digital workshops will help you build strong foundations for your organisation and develop in new areas. They provide a valuable opportunity to engage and educate all staff. For those leading on LGBT inclusion, they'll provide practical insights to develop an action plan that works for your organisation.

Workshops are usually delivered on Zoom for up to 50 staff members, starting from just £550+VAT. We deliver sessions on a wide range of topics including:

- First steps to LGBT inclusion
- First steps to trans inclusion
- Being a better ally to LGBT People of Colour
- Delivering LGBT-inclusive services
- LGBT+ Mental Health – Supporting your colleagues

What topic could you benefit from and help create change in your organisation? Find out more about the workshops [on our website here](#) or by contacting me to request a brochure.

### **What am I reading / watching / listening to?**

I just thought I would share some LGBT content I'm currently consuming for anyone who is interested or looking for something new...

- I've just finished reading [Girl, Woman, Other](#) by Bernadine Evaristo. I didn't realise the book had LGBT stories when I chose to read it, and I loved it, especially the writing style and the inclusion of a non-binary character
- Next on my list is [A Dutiful Boy](#), 'a coming of age memoir about growing up queer in a strict Muslim household', by Moshin Zaidi who sits on our Board of Trustees
- I watched '[Our Baby: A Modern Miracle](#)', not just because my face is in it for a nano-second at the start, but because it charts the beautiful story of Hannah and Jake Graf having their first child
- I'm planning to listen to this Radio 4 programme, [The End of Coming Out](#), in which Dustin Lance Black 'explores how coming out in public has changed over the decades and whether it's still necessary for LGBTQ+ people today'

If any of you have any recommendations for me, please do send them my way!

I'm also always keen to hear any examples of best practice LGBT-inclusion from your organisation, so feel free to let me know what you're getting up to and I can share this with the wider team and help others around the country effect positive change.

That's all for now. As ever, do get in touch with any questions or requests for support, and remember you can access our best practice resources at any time [on the My Diversity Champions hub](#).

Best wishes,

*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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Best wishes,

*My working days are Monday - Thursday*

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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 01 October 2020 10:00  
**To:**  
**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**

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## **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](#).

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Thank you and best wishes,

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



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

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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,

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

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**From:**  
**Sent:** 04 December 2019 11:28  
**To:**  
**Subject:** Booking your WEI benchmark feedback meeting

Hello

I hope you're well!

I'm getting in touch to arrange your Workplace Equality Index benchmarking meeting.

Your Index score and rank will be shared with you in January. Note that there is a strict embargo on any scores or rankings until the launch of the Top 100 on January 30<sup>th</sup>.

Our benchmarking meeting can take place from January 21<sup>st</sup> – March 27<sup>th</sup>. This is a 2-hour meeting with you and your key stakeholders present:

- A senior leader, for example your HR director/Head of D&I/executive sponsor of the network/senior champion of the network
- Your LGBT network group co-chairs
- A representative from HR (for example your recruitment/development and learning/monitoring teams)
- A representative from your procurement team
- A representative from your business development team
- Anyone else who completed your submission

This meeting has specific purposes:

- To share a top-line benchmark (for example, how your organisation is performing generally, in your sector and in your region)
- To share insights from the Staff Feedback Questionnaire (subject to your organisation's final response numbers)
- To share feedback on each section of your submission, include areas of good practice and areas for improvement
- To discuss how you can build an action plan and how Stonewall can help

I encourage you to think strategically about who you might want in the room to create an action plan that can be shared and delivered across your organisation. Please note that we can't hold separate meetings to share feedback with individuals or teams who can't attend the meeting. If senior leaders can't be present for the whole meeting, we find it is still helpful for them to join the first 30 minutes to hear the top-line benchmark and report.

**You can view my benchmarking availability, either:**

- On your calendar app  
<https://outlook.office365.com/owa/calendar/644c22239c7b461c8062534b68d8122a@stonewall.org.uk/8fa16d01dd0a47158bb8f7a4f5f1119e3375681285916703806/calendar.ics>

- On a web browser  
<https://outlook.office365.com/owa/calendar/644c22239c7b461c8062534b68d8122a@stonewall.org.uk/8fa16d01dd0a47158bb8f7a4f5f1119e3375681285916703806/calendar.html>

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

**I have also marked my calendar with regional locations, so please choose dates where your location is marked.**

Please review the available meeting slots and let me know:

1. Three preferred meeting dates and times. Please hold all three of these in attendees' calendars where possible.
2. If you'd like to have the meeting in person or by video conference (Microsoft Teams).
3. If in person, whether you'd like us to visit you or you to come to our offices? Note: the latter option will be subject to meeting room availability.
4. If we will be visiting you, the address where the meeting will take place and any advice on travel that we may find helpful.
5. Who is likely to attend the meeting from your organisation. Please include names and job roles.
6. Whether anyone attending the meeting has any access requirements that we should be mindful of when planning and delivering it.

Once I've received your reply, I will be in touch within a week to confirm our meeting date. In the meantime, please let me know if you have any questions.

Best wishes,

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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](http://www.stonewall.org.uk/sport).

\*\*\*\*\*

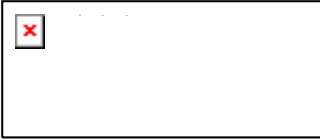
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**From:** Stonewal <memberships@stonewall.org.uk>  
**Sent:** 09 April 2020 09:59  
**To:**  
**Subject:** COVID-19: How we can continue to support you

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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,



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**From:** Stonewall <empowerment@stonewall.org.uk>  
**Sent:** 20 October 2020 12:40  
**To:**  
**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](#)

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## 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.

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### 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](#)

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## 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](#)

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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](mailto:empowerment@stonewall.org.uk)

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

Very best wishes,



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**From:**  
**Sent:** 21 May 2019 17:50  
**To:**  
**Cc:**  
**Subject:** Guess who's 30 this Friday?  
**Attachments:** happy\_birthday\_stonewall.png

Hi ,

There's a big birthday on Friday, and I need your help to celebrate it! No, it's not mine. You can save those greetings for June...

Stonewall was founded on 24<sup>th</sup> May 1989, a year after Section 28 made it illegal for schools to 'promote homosexuality... as a pretended family relationship.'

With your support, we've made huge progress for LGBT rights, including the repeal of Section 28 and the introduction of equal marriage in England, Scotland and Wales.

But we know the fight for equality is far from over. A quick look at newspaper and morning TV show headlines shows how LGBT inclusive education and trans rights are especially under attack right now.

So this Friday, 30 years to the day that Stonewall was founded, we'll be celebrating what we've achieved together and what we'll achieve next for LGBT people in Britain and across the world.

**How can you help Stonewall celebrate our 30<sup>th</sup> birthday?**

- Send us your birthday wishes on social media this Friday, using the attached sharing graphic. We're @stonewalluk on [Twitter here](#) and [Facebook here](#). We'll be using #Stonewall30 and #ComeOutForLGBT on Twitter.
- Hold an Equali-tea this summer in your workplace to talk about LGBT inclusion and fundraise to keep Stonewall's work going. [On the My Diversity champions website](#), you can download an editable slide deck and other resources to make your event a success.
- Share our videos and resources in your internal communications. Here's some of my favourites:
  - [The Truth About Trans](#): An FAQ myth-busting article on our website.
  - [Interview with Ruth Hunt](#), our Chief Executive from this Sunday's Observer.
  - [BAME Voices video playlist on YouTube](#). This a really engaging series of short videos. featuring LGBT BAME people talking about their lived experience and multiple identities.
  - [Come Out for Trans Equality video playlist on YouTube](#) featuring trans people across Britain.
- Ask your MP to speak up for trans equality. This is the next step in our Gender Recognition Act reform campaign, to make life easier for trans people in England and Wales. Can you send a message to your MP [through the Stonewall website here](#)?

As always, as your Client Account Manager I'm here to talk you through how best to bring any of these ideas to life in your organisation. Just drop me an email or a call, and I'll get back to you as soon as I can.

**Upcoming Stonewall events**

We have a huge range of day programmes and events coming up over the summer:

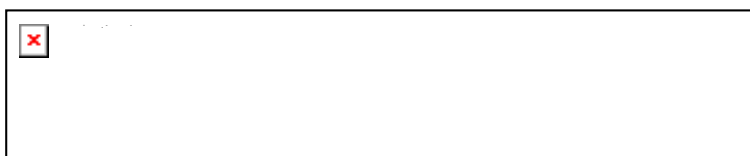
- [LGBT Role Models](#) in Manchester on 12<sup>th</sup> June and Birmingham on 19<sup>th</sup> September.
- [LGBT Allies](#) in Manchester on 6<sup>th</sup> June and Birmingham on 5<sup>th</sup> September.
- [Trans Allies](#) in London on 12<sup>th</sup> June.
- [LGBT Leadership programme](#) in Hertfordshire on 17<sup>th</sup> – 19<sup>th</sup> July (by application).
- [Network Group Masterclass](#) in Birmingham on 28<sup>th</sup> June.
- [Children and Young People Conference](#) in London on 5<sup>th</sup> July.
- Manchester Workplace Conference in Central Manchester on 27<sup>th</sup> September, booking will open soon.

Stonewall will also be at over 30 Prides for our 30<sup>th</sup> year this Summer (I'll see you in Oxford on 1<sup>st</sup> June!) and you can find the full list on [our website here](#).

Workplace Equality Index submissions open on 4<sup>th</sup> June, so I'll be in touch again then. Do drop me an email or call if you have any other questions before hand.

Best wishes

\*\*\*\*\*






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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 18 June 2020 14:42  
**To:**  
**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,

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

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**From:**  
**Sent:** 06 July 2020 12:23  
**Subject:** July update from your Stonewall Client Account Manager

Hello,

I hope you're all well. I'm now back at work (from home), and I can't believe it's July already...!

I just wanted to send a quick update to let you know that I'm back, and to highlight some key resources, updates and events for you to take a look at:

- **Workplace Equality Index** – I'm sure you've now seen that our new index criteria has been released, and I hope you've had the chance to take a look through.

We have a whole [series of webinars](#) to take you through all of the updates and changes, and you can also [book into your sector-specific Q&A webinar here](#)

- **Pride Inside** – there are still lots of great events taking place this week in collaboration with Amnesty International, UK Black Pride, Gendered Intelligence and ParaPride. You can take a [look at the schedule here](#)
- **Show Your Pride** – our fundraising team have put together a full pack online which you can download and use to raise money for LGBT equality
- **Nancy Kelley**, our new CEO, has now been in post for over a month. If you haven't yet, you can learn more about Nancy [here in an interview on our website](#)
- **Trans inclusion** – You might have seen over the past few weeks that the press and a few individuals on social media are once again spreading harmful misinformation on trans identities and trans inclusion, spurred on by the leak of government plans for the Gender Recognition Act.

Gendered Intelligence have a [great tool on their website where you can take action](#) and write to the Prime Minister, urging him not to roll back trans rights. I would also recommend our [Truth About Trans Q&A](#), which is a great resource to share internally.

With lots of misinformation about trans kids also being shared online, I wanted to share some great uplifting articles I've recently read about trans kids thriving in supportive environments [here in the UK](#), and [in the USA](#)

As ever, please don't hesitate to reach out with any questions or requests for support and I'll be happy to help.

Wishing you all a great week,

\*\*\*\*\*






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:**  
**Sent:** 09 June 2020 10:18  
**Subject:** June update from your client account manager

Hello,

I hope you are keeping safe and well.

I'm emailing to let you know that I will be away from work from today for the next few weeks and to ask you to direct any questions, queries and requests to our centralised inbox [memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk) or via our team switchboard Memberships Team: 020 7593 3473.

I will return to work on **Monday 6<sup>th</sup> July** and will be available to respond as usual from that point forward.

During this period enquiries will be managed by the Memberships team and you will be responded to directly, or assigned to the most appropriate team member to manage your request. Our range of support including policy reviews, network support and phone consultations will continue to be available so please continue to utilise our services.

I also wanted to use this opportunity to share wider updates and resources which I hope you find useful:

**Workplace Equality Index 2021** – if you haven't yet seen our update, [you can find information and FAQs here](#). Look out for the updated index criteria released on 18<sup>th</sup> June.

**Digital Learning Series** - it's now just over a week until the start of Stonewall's [digital learning series](#). Starting on 16<sup>th</sup> June we'll be delivering five weeks of innovative digital content. There are four types of content released every week meaning that you can build a programme suited to you.

We've got resources, workshops, virtual coffee breaks and knowledge sharing sessions. You can check out the full programme, timings and how it all works [on our website](#). Tickets, which are [available on our website](#) are just £175 +VAT for Diversity Champions, and I'm confident you'll find the exciting range of content useful.

**Pride Month** – this Pride month, I'll be thinking in particular about my BAME colleagues, clients and all of the BAME service users that you support. Please know that I'm here to support your work, and I will continue to do everything in my power to ensure that the work that we do centres the most marginalised members of our communities.

It's with this in mind that I'd like to draw your attention to two important resources. The first is [Out of the Margins](#), a global network led by Stonewall fighting for the rights of LBT+ women worldwide. They've just launched their report, which is well worth a read - you can find it on their website.

The second is a [blog](#) by some of my incredible colleagues, which signposts various organisations supporting LGBT people of colour regionally and across the UK. I would encourage you to share these amongst colleagues, particularly if you are putting out communications for Pride month.

I would of course also suggest supporting [UK Black Pride](#) during this time.

**Celebrating Pride virtually** – Stonewall has partnered with Amnesty International, UK Black Pride and ParaPride to create a series of digital events to celebrate Pride – you can find more about Pride Inside [here](#).

I also wanted to share some of the work that my clients have been doing to keep in touch with network members during this challenging time, and to celebrate Pride virtually:

- Rainbow Camden at **Camden Council** has put together their own *At Home Pride Guide* to help members celebrate, including tips, videos and cake recipes! The network also has a logo competition and a collective Spotify playlist for members to listen to during Pride month.
- The **Civil Service LGBT+ Network** has put together a [whole calendar of events for Pride On](#) , including book clubs, meditation, panel events and a bake along.
- **NHS England** are launching [NHS Virtual Pride](#), an online event on the evening of Friday 26<sup>th</sup> June featuring videos and messages of support from a wide range of NHS workers and some famous faces!

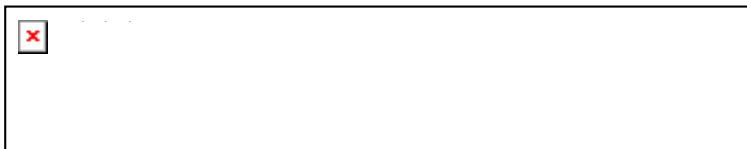
Please do let us know if you'd like to find out more or share any of your own initiatives!

We understand how disruptive changes can feel during this time, but by adapting in this way we will be able to ensure your support needs are met in the best way possible. We are immensely grateful for your understanding and your continued work to ensure all your colleagues are supported through these challenging times.

Take care,

***please note I will be on leave 10<sup>th</sup> June – 6<sup>th</sup> July***

\*\*\*\*\*





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**From:**  
**Sent:** 03 November 2020 10:40  
**To:**  
**Subject:** November update from you Client Account Manager

Hello

I hope you're doing well – I know it's still a strange and difficult time for all of us, and I wanted to touch base one last time before I move into my new job in Stonewall's Global team.

Firstly, a quick reminder that from 9<sup>th</sup> November please contact [memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk) with any queries. Please don't hesitate to ask for support, advice, policy reviews or a catch-up with an account manager and my colleagues will be happy to help. As soon as we have a new Client Account Manager in place, they will be in touch to introduce themselves.

I also thought it would be useful for me to remind you of your next renewal date for the Diversity Champions Programme so that you can get the date ready in your diary and [fill out this renewal form](#) in advance. This will be a big help to our team and [filling the form out](#) around 6 – 4 weeks in advance so that we can get an invoice together will be much appreciated – thank you! **Your renewal date is: 31-Mar-21**

Now for some useful links and resources:

- Did you see all of [Stonewall's content for Black History Month](#)? Of course, Black history is important *every* month of the year, so do keep sharing stories and resources and platform the voices of Black lesbian, gay, bi and trans people.
- Last week was Ace Week – a time for celebrating, raising awareness, and advocating for ace identities. Stonewall uses 'ace' as an umbrella term to incorporate asexual, grey ace, demi-ace, and other ace-spec identities. You can take a look at a [wide range of resources here](#) on our website, and if you [follow this link](#) you can watch our Ace/Aro panel event which was recorded live. Content like this would be great to share with LGBT+ Staff Networks, helping people learn more about ace identities.
- Trans Day of Remembrance is on 20<sup>th</sup> November 2020. You can [take a look here at an article we published on this last year](#) (*content warning: mention of transphobia and murder*), and do keep an eye out on Stonewall's social media channels for more content to recognise and celebrate this important day later this month.
- Stonewall Digital Workshops – our new digital offerings are a great way to bring employees together for a 90 minute session to learn about LGBT+ identities, how to be an ally, and how to take away actions back into the workplace. [You can take a look here](#) to read more about the workshops, and you can also see information about the upcoming Open Workshops for which you can book individual places.

Sending you all my best wishes for the next few months, both inside and outside of the workplace. I look forward to seeing your work on LGBT+ inclusion develop and thank you for your continued support of Stonewall.

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**From:**  
**Sent:** 30 August 2019 17:10  
**To:**  
**Subject:** RE: Gender options on web forms

Hi ,

Thanks for getting in touch, I hope you're well. Did you see the top tips before WEI submission that I sent through? Let me know if you've got any queries before 9<sup>th</sup> September.

Thanks for asking about options on online forms for service users. These should definitely be consistent with those that you offer staff too, ensuring that as per our best practice, all people have the opportunity to have their gender identity recognised on systems.

Please see here our best practice for monitoring gender:

What best describes your gender?

- a. Male
- b. Non-binary
- c. Female
- d. I use my own term:
- e. Prefer not to say

It would be good if there was a space for a definition of the term non-binary (perhaps a 'hover over' text box, or a link to a glossary of terms), and you can use the definition from our [Glossary of Terms](#):

Non-binary: An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Do you know what specific services these will be for, or is this a general roll out across all web forms for council services? It's always worth thinking why you are asking the question – so is this to be used for monitoring data to see who is accessing the service, or is it so that you can provide a particular service to different people?

Let me know, and I'll be happy to discuss further. Don't hesitate to get back to me with any queries.

Best wishes,

\*\*\*\*\*



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

\*\*\*\*\*

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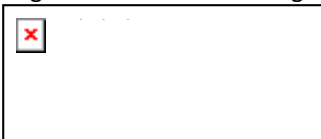
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**From:**

**Sent:** 28 August 2019 12:33

**To:**

**Subject:** Gender options on web forms

Our web team are in the process of reviewing and redesigning web forms and I wonder if you have any guidance on what gender options should be given? These would be forms for customers / general public to complete rather than employees.

Also, if there is guidance on options to include under gender identity this would be useful.

Many thanks

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**From:**  
**Sent:** 18 March 2020 11:38  
**To:**  
**Subject:** RE: Stonewall Meeting on 25th March

Hello ,

Thanks for getting in touch and I hope you and everyone at OCC is doing okay in these difficult times.

Apologies that I haven't yet been in touch with an update about the meeting, we have been doing updates on a weekly basis. Since last week I have been delivering benchmark feedback meetings virtually, and I will continue to do so next week.

Microsoft Teams works best for me, would you be able to send through a invite link?

I'll also be sending through your full feedback report at the start of next week, and you can pass it in to attendees.

Best wishes,




\*\*\*\*\*



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**From:**  
**Sent:** 18 March 2020 11:16

**To:**

**Subject:** Stonewall Meeting on 25th March

In line with government advice most of our staff who can are now working from home. What shall we do about our meeting next week? Can we set up via skype or Teams?

Thanks

Oxfordshire County Council is proud to be a Disability Confident Employer and Stonewall Diversity Champion#



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**From:**  
**Sent:** 28 March 2019 13:33  
**To:**  
**Subject:** RE: Stonewall WEI feedback - account manager introduction  
**Attachments:** Resource 3 - Creating a transitioning at work policy.pdf; Dignity at Work March 2019 -

Hi ,

Thanks for the email, it's good to hear from you. I have attached that particular resource to this email again, so do let me know if you're still having trouble looking through it.

Thanks for sending through the dignity at work draft policy. I have attached a copy which includes my comments to this email. Let me know if you have any trouble viewing my comments. And if you would prefer to discuss some of these over the phone, which can sometimes be easier, please let me know.

In my notes, I mention specific examples of what homophobic, biphobic and transphobic bullying and harassment could look like in the workplace. Here are some examples from other organisations' policies:

*"Refusing to address a trans person by their preferred name and correct gender pronoun."*

*"Denying a trans person or people access to the appropriate single-sex facilities such as toilets or changing rooms."*

*"Outing an individual as trans without their permission or spreading rumours or gossip about their gender identity, expression and/or history."*

*"Verbally or physically abusing or intimidating someone because they are trans."*

#### **University of Essex, Guidelines for dealing with Harassment and Bullying**

*"An officer comes out as bisexual and receives informal/jokey comments about being "greedy" or promiscuous. This could amount to bullying or harassment related to sexual orientation."*

#### **Cheshire Constabulary, Respect and Dignity Procedure**

*"Inadvertently or deliberately excluding same-sex partners from social events."*

*"Inappropriate personal questioning relating to sexual orientation, gender identity, gender expression or domestic circumstances."*

#### **Pinsent Masons, Diversity and Equal Opportunities Policy**

Please feel free to use similar examples adapted to your place of work, and I would also recommend making at least one of the examples inclusive on non-binary identities.

I think your comms planned for IDAHOBIT on 17 May sound great, and definitely include the examples in there, but it's important that these examples also exist in your policies. Those comms for IDAHOBIT also sound like a great chance to let everyone know that your Dignity at Work policy is now fully inclusive of LGBT identities and explicitly states a zero-tolerance approach to homophobia, biphobia and transphobia.

I hope this is all useful, let me know if you've got any other queries.

Best wishes,

\*\*\*\*\*






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\*\*\*\*\*

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**From:**

**Sent:** 27 March 2019 11:54

**To:**

**Subject:** RE: Stonewall WEI feedback - account manager introduction

Dear

Thank you for these documents and for coming in to meet us a few weeks ago. I am having trouble opening the document 'Creating a transitioning at work policy', could you try re-sending?

We have made some amendments to our Dignity at Work policy and I wonder if you would be able review this and provide any feedback on anything else we could include before we republish it? We have comms planned for IDAHOBIT on 17 May and will expand on some examples of unacceptable behaviour around homophobia, biphobia and transphobia but would you expect further examples to be explicit in the policy?

Many thanks

New Road  
Oxford  
OX1 1ND

(01865) 815399  
[www.oxfordshire.gov.uk](http://www.oxfordshire.gov.uk).

*My normal working days are Mon – Wed (9.30am – 2.30pm)*

---

**From:**

**Sent:** 22 March 2019 10:07

**To:**

**Subject:** Stonewall WEI feedback - account manager introduction

Dear ,

Thank you for your time a couple of weeks ago in our WEI feedback meeting. Apologies for the slight delay in getting back to you, but I'm pleased to let you know that I'm now fully handed over as your account manager and your dedicated point of contact at Stonewall.

It was great to meet with you and go through Oxfordshire County Council's WEI submission in detail. Congratulations once again on your score for this first submission. There is clearly some great work happening and lots more to come. I hope that everyone found the meeting useful and that we were able to provide some clarity on particular sections whilst also providing some advice on areas for improvement and next steps.

Please see below the action points from the meeting:

- Transitioning at work policy – please see attached our 'creating a transitioning at work policy' which should aid you in creating / amending your policy to support staff who are transitioning
- Please follow [this link](#) and scroll down to the 'UK logo' section where you can download the UK Diversity Champion logo file type that best suits. Please update your recruitment pages so that they are not displaying the 'Global Diversity Champions' logo
- Please see attached our 'Employee Lifecycle' resource where you can find information about the onboarding and induction process
- I will aim to share some best practice from other Local Authorities on the Employee Lifecycle. For now, please see attached a case study on this section from Pinsent Masons, the number one top employer this year
- I have also attached our two resources on Senior Leadership which I think will help you to further engage your senior leaders

As mentioned in the meeting, it would be brilliant if you were able to join us in London on 26<sup>th</sup> April for Europe's leading event on LGBT inclusion in the workplace. [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 or if you would like to discuss which sessions would be best for your organisation.

2019 is our 30th birthday! Throughout the year, we'll be celebrating the progress that's been made in the last 30 years. We'll also be asking supporters to join us, to Come Out For LGBT, and help secure the changes that are still needed to achieve LGBT equality. We'd love you to join us in these celebrations. In May we'll be launching a toolkit supporting you to host an event that celebrates your organisation's own role in that journey and mobilises allies in the work still to do.

Let me know if you've got any other queries or follow up points from our meeting.



I look forward to speaking to you soon.




Best wishes,



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

\*\*\*\*\*

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**From:**  
**Sent:** 05 June 2020 10:18  
**To:**  
**Subject:** RE: Stonewall WEI feedback report  
**Attachments:** monitoring-guide-2019.pdf; Reverse mentoring.pdf

Hello

Thanks again for your time on Tuesday, it was great to see you both (virtually) and meet others in the organisation. I hope the feedback was useful, and I'm looking forward to seeing the LGBT-inclusion work at OCC continue to grow going forward.

I've attached our most up to date Monitoring guidance to this email, as well as a crib-sheet on Reverse Mentoring which also includes links to case studies.

Here are the key priorities that everyone mentioned at the end of the meeting:

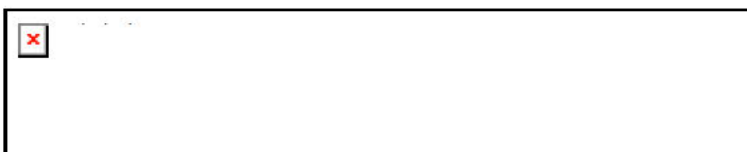
- Update equalities monitoring questions
- Review the onboarding documents, ensure introductions / signposting to networks
- Keep building on work to support networks - especially supporting other networks
- Keep promoting the network
- Quick win - update our diversity statement and review messaging on the careers website, plus a review of good practice examples for active diverse recruitment
- Bridge gap between senior leaders and the network
- Increase staff awareness around reporting bullying and harassment

Let me know if there are any further actions / requests at this time.

Let's catch-up in July when I'm back at work, and when you would have had the chance to look through the new criteria for the index, which is released on 18<sup>th</sup> June.

Best wishes,

\*\*\*\*\*






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:**

**Sent:** 24 March 2020 14:37

**To:**

**Subject:** Stonewall WEI feedback report

Hello

As discussed over email yesterday, our benchmark feedback meeting has had to be postponed. I'm pleased to still be able to send you through your feedback report which you can read in advance of our eventual rearranged meeting.

Stonewall's Workplace Equality Index is the leading benchmarking tool for measuring your progress on LGBT inclusion against current best practice. In this meeting we will deliver detailed feedback on your organisation's work as evidenced in your submission and recognise areas of best practice and identify areas for development to progress in the year ahead.

**I attach the Written Feedback Report and Staff Feedback Questionnaire Report we will be discussing. Please circulate to those joining the meeting (and please do send me through a list of those attending), and I recommend bringing printed copies to the meeting, or having it on a screen. A few things to note:**

- The session will take two hours.
- We will go into more detail than is contained within the report, focusing on areas of development in your work and actions for the future.
- At the end of the report you will find a section called 'Priorities for the year ahead' which you can complete before or after the meeting.
- I will follow up with some agreed actions, but I encourage you take more detailed notes.

The agenda will be as follows:

- Introductions and meeting overview
- Overview of client report – section overview, rank, score, sector rank, averages, Bi Inclusion score, Trans Inclusion score
- Section by section analysis – highlights and areas for improvement
- Action planning and questions

\*NB The purpose of these engagements 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 our Code of Conduct which is attached for your reference.

I look forward to meeting with you all when we can rearrange the meeting.

In the meantime, if you have any questions please just let me know.

Stay safe and stay strong, and thank you for all your work in such difficult circumstances.

Best wishes,






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

\*\*\*\*\*

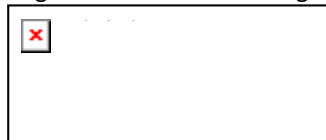
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**From:**  
**Sent:** 09 January 2020 12:13  
**To:**  
**Cc:**  
**Subject:** RE: Stonewall WEI results

Hello

Thank you for speaking to me just now. I wanted to follow up and say congratulations on your jump up in the rankings and thank you for your continued support and hard work to ensure you're an inclusive employer and service provider.

Your rank is 127 and your score is 106.

I also wanted to reiterate that the results are highly confidential. Stonewall never shares ranks and scores outside of the Top 100 externally. Whilst you are welcome to share your rank internally, and even celebrate externally, we would ask that you wait until 30 January 2020, when we will be announcing the 2020 Top 100 list.

For now, please keep the news highly confidential and only inform those key stakeholders who need to know in the short term.

Thank you very much, and I look forward to discussing this further in our benchmarking meeting.

Best wishes,




\*\*\*\*\*



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**From:**  
**Sent:** 07 January 2020 16:58  
**To:**  
**Cc:**  
**Subject:** RE: Stonewall WEI results

Thanks for the invite , speak to you both on Thursday!




\*\*\*\*\*



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**From:**  
**Sent:** 07 January 2020 16:25  
**To:**  
**Cc:**  
**Subject:** RE: Stonewall WEI results

Hi  
Happy New Year to you.

and I are around on Thursday and could create a Skype call that you should be able to join externally. Would 11:30-12:00 work?

Kind regards



**From:**  
**Sent:** 07 January 2020 14:36  
**To:**  
**Cc:**  
**Subject:** Stonewall WEI results

Happy New Year !

I'm pleased to let you know that we are able to communicate the score and rank of your submission to the 2020 Workplace Equality Index.

Are you free this afternoon for me to call and let you know your results?

Alternatively I could call on Thursday or Friday.

Let me know the best number to call, and I look forward to speaking to you.

Best wishes,

\*\*\*\*\*



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**From:**  
**Sent:** 26 July 2019 16:56  
**To:**  
**Cc:**  
**Subject:** Stonewall free members Webinar + Manchester Conference Early Bird tickets

Hello

I hope you've both had a great week, just a couple of things to flag with you before the weekend. Information on both of these has been in our Newsletters but I thought I'd flag it with you directly to make sure you can get involved.

- Registration is now open for our upcoming Webinar ***Maximising the impact of your LGBT Network*** which is a benefit of your Diversity Champions Membership and free to attend.

It's taking place on Tuesday 6<sup>th</sup> August at 11am – 12pm BST, and you can see further details at the end of this email. Please do pass the details on to members of your LGBT Network.

- Early bird tickets are also now on sale until 16<sup>th</sup> August for our [Manchester Workplace Conference](#). I can see that Oxfordshire County Council booked three tickets for this conference last year, and with new content and more delegates, it will be a great opportunity to continue learning, network, and to hear best practice. Let me know if you need any assistance with a business case for tickets or would like more detail on the programme.

As always, don't hesitate to get in touch with any queries.

---

We are delighted to invite you to Stonewall's new webinar, ***Maximising the impact of your LGBT Network***, kindly hosted by ITN Productions.

This is a benefit of your Diversity Champion membership and is free to attend. You are welcome to share this invitation with your colleagues.

The session will feature our Client Account Managers Joey Knock and Charlotte Suttle discussing our new resource on LGBT Networks with special guests, and a live Q&A session.

## Your LGBT network

An effective employee network group is a vital resource for an organisation and for its employees. This webinar will look at how to maximise the impact of the employee network group to help your organisation develop a more inclusive culture. Diversity Champion will share their insights on overcoming common challenges and best practice approaches including:

- Successfully introducing LGBT spaces into your organisation
- Exploring strategies for driving activity with limited resources
- Collaborating effectively across networks
- Ensuring your network is inclusive and represents the diversity of the LGBT community

Please register for your  
place here

Best wishes,

\*\*\*\*\*






[Book your place now](#) to learn and share ways to make your workplace a place where all LGBT people can achieve their potential.

\*\*\*\*\*

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**From:**  
**Sent:** 22 August 2019 14:54  
**To:**  
**Cc:**  
**Subject:** Stonewall top tips before WEI submission deadline

Hello ,

I hope you're well and have been enjoying the summer!

As you know, the Workplace Equality Index submission deadline is drawing near (midnight BST 9 September). I wanted to take this opportunity to highlight some top tips and how to avoid common mistakes when completing the Index. I recommend that you take a look through your submission and check for the following:

#### Dates

Many questions throughout the Index ask you to provide evidence within a specific time-frame. This may be within the past year, 18 months, 2 years or 3 years, depending on what the question is asking. It's important that any evidence you provide or explanations you give clearly state the dates that your activity took place in. This is so we can be sure that this fits within the correct timeframe.

#### Detail

It's really important that you answer the questions clearly and pay attention to the detail in each question. Some questions in the Index are two-tiered, where we ask for you to detail a process/event/initiative, but also to describe the impact. Other questions may ask you to detail any process or policy reviews, but will also ask for any associated outcomes. Watch out for these and ensure you have answered the full question.

On a more general note, please provide as much detail as possible when completing the Index. Your responses should be as detailed and explicit as possible to ensure clarity.

#### Evidence

Please remember to attach evidence where this is requested, as we can only assess evidence included in the submission. It is also important to watch out for links that you provide directly to your internal platforms, such as a staff intranet. While the link may work for you with a log in access, if the link goes directly to your intranet then we will not be able to access this. If this is the case, please screenshot the content of your evidence clearly so that we can view it.

#### New Questions

In the 2020 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. I really recommend that you complete these additional questions too so that we can give you as detailed feedback as possible.

You can also find the answer to some frequently asked questions about the Index [here](#).

I'm here to support you throughout your submission, so if you have any questions on the above or on the Index in general, please let me know!

Best wishes and good luck!

\*\*\*\*\*






[Book your place now](#) to learn and share ways to make your workplace a place where all LGBT people can achieve their potential.

\*\*\*\*\*

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**From:**  
**Sent:** 22 March 2019 10:07  
**To:**  
**Cc:**  
**Subject:** Stonewall WEI feedback - account manager introduction  
**Attachments:** Resource 3 - Creating a transitioning at work policy.pdf; The employee lifecycle.pdf; Stonewall WEI Case Study - Section 2 The Employee Lifecycle.docx; Securing senior buy-in.pdf; Standing up for LGBT inclusion - a guide for senior champions.pdf

Dear ,

Thank you for your time a couple of weeks ago in our WEI feedback meeting. Apologies for the slight delay in getting back to you, but I'm pleased to let you know that I'm now fully handed over as your account manager and your dedicated point of contact at Stonewall.

It was great to meet with you and go through Oxfordshire County Council's WEI submission in detail. Congratulations once again on your score for this first submission. There is clearly some great work happening and lots more to come. I hope that everyone found the meeting useful and that we were able to provide some clarity on particular sections whilst also providing some advice on areas for improvement and next steps.

Please see below the action points from the meeting:

- Transitioning at work policy – please see attached our 'creating a transitioning at work policy' which should aid you in creating / amending your policy to support staff who are transitioning
- Please follow [this link](#) and scroll down to the 'UK logo' section where you can download the UK Diversity Champion logo file type that best suits. Please update your recruitment pages so that they are not displaying the 'Global Diversity Champions' logo
- Please see attached our 'Employee Lifecycle' resource where you can find information about the onboarding and induction process
- I will aim to share some best practice from other Local Authorities on the Employee Lifecycle. For now, please see attached a case study on this section from Pinsent Masons, the number one top employer this year
- I have also attached our two resources on Senior Leadership which I think will help you to further engage your senior leaders

As mentioned in the meeting, it would be brilliant if you were able to join us in London on 26<sup>th</sup> April for Europe's leading event on LGBT inclusion in the workplace. [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 or if you would like to discuss which sessions would be best for your organisation.

2019 is our 30th birthday! Throughout the year, we'll be celebrating the progress that's been made in the last 30 years. We'll also be asking supporters to join us, to Come Out For LGBT, and help secure the changes that are still needed to achieve LGBT equality. We'd love you to join us in these celebrations. In May we'll be launching a toolkit supporting you to host an event that celebrates your organisation's own role in that journey and mobilises allies in the work still to do.

Let me know if you've got any other queries or follow up points from our meeting.

I look forward to speaking to you soon.

Best wishes,

\*\*\*\*\*






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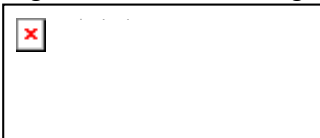
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**From:**  
**Sent:** 24 March 2020 14:37  
**To:**  
**Subject:** Stonewall WEI feedback report  
**Attachments:** Written Feedback Report (Full Colour) - Oxfordshire County Council - 1002203.docx; Staff Feedback Questionnaire Report - Oxfordshire County Council - 1002203.docx; Client Code of Conduct Statement.docx

Hello

As discussed over email yesterday, our benchmark feedback meeting has had to be postponed. I'm pleased to still be able to send you through your feedback report which you can read in advance of our eventual rearranged meeting.

Stonewall's Workplace Equality Index is the leading benchmarking tool for measuring your progress on LGBT inclusion against current best practice. In this meeting we will deliver detailed feedback on your organisation's work as evidenced in your submission and recognise areas of best practice and identify areas for development to progress in the year ahead.

I attach the **Written Feedback Report and Staff Feedback Questionnaire Report** we will be discussing. Please circulate to those joining the meeting (and please do send me through a list of those attending), and I recommend bringing printed copies to the meeting, or having it on a screen. A few things to note:

- The session will take two hours.
- We will go into more detail than is contained within the report, focusing on areas of development in your work and actions for the future.
- At the end of the report you will find a section called 'Priorities for the year ahead' which you can complete before or after the meeting.
- I will follow up with some agreed actions, but I encourage you take more detailed notes.

The agenda will be as follows:

- Introductions and meeting overview
- Overview of client report – section overview, rank, score, sector rank, averages, Bi Inclusion score, Trans Inclusion score
- Section by section analysis – highlights and areas for improvement
- Action planning and questions

\*NB The purpose of these engagements 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 our Code of Conduct which is attached for your reference.

I look forward to meeting with you all when we can rearrange the meeting.



In the meantime, if you have any questions please just let me know.

Stay safe and stay strong, and thank you for all your work in such difficult circumstances.

Best wishes,

\*\*\*\*\*






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

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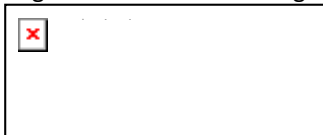
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**From:**  
**Sent:** 12 August 2020 13:17  
**To:**  
**Subject:** Stonewall Workplace Equality Index

Hello

I hope you're both doing well and have been able to enjoy some of this very strange (and hot!) summer.

I'm reaching out for a couple of reasons. Firstly, now that the new WEI criteria has been released and you might have had the chance to look through it, I just wanted to say that I'd be happy to book in a meeting with you to go over any initial thoughts and questions you may have. Of course, there isn't a submission this year, but we are offering consultancy sessions at the end of this calendar year so it would be good to start thinking about which areas of the index you would like to focus on for these.

Secondly, my contact at Gloucestershire County Council has asked for some guidance on how much time/ resources organisations allocate to the WEI submission process in order to help evidence a bid for resources for the WEI moving forward. It's sometimes one of those 'how long is a piece of string' questions, but I thought as a similar organisation you would perhaps be able to offer a quick bit of guidance on this better than I can? Let me know if this would be possible and I can put you in touch directly – and support would be much appreciated!

Finally, I just wanted to say it's been great to hear about the exciting Virtual Pride Shires collaboration webinar series that's happening and I'm looking forward to taking part in the discussion next Monday with Gloucestershire Fire and Rescue Service.

Best wishes,

*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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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 17 December 2020 11:47  
**To:**  
**Subject:** Thank you for your support

[View this email in your browser](#)



Dear colleague,

Thank you for all your support this year.

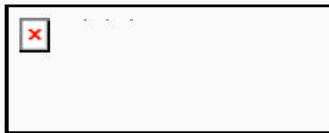
None of us could have imagined the life changing events of 2020. It's been a year of loss and loneliness for many people, and for the LGBT+ community, the Coronavirus pandemic is just one of many threats.

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.



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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 24 September 2020 09:59  
**To:**  
**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](#)

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# 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**

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

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**From:** Stonewall <conference@stonewall.org.uk>  
**Sent:** 14 May 2020 09:59  
**To:**  
**Subject:** Update: Stonewall Workplace Conferences

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## Update: Stonewall Workplace Conferences

Dear colleague,

The spread of COVID-19 has impacted us all. We're adapting to new challenges and new ways of working. This includes the Stonewall Conference team. Today, we're excited to announce that we'll be delivering our workplace conferences digitally this year.

We weren't able to hold our London Conference in April. And it doesn't look like we'll be able to safely gather together in Manchester in September. However, we know that you share our commitment to continuing work to create organisations that are inclusive of LGBT people.

In times of crisis more marginalised communities are often hit the hardest. This could include your LGBT staff, customers and service users, so your work is needed now more than ever. Stonewall are here to support you.

To give you the best experience we've redesigned our content and integrated digital engagement tools. And we're delighted to invite you to join our innovative new [digital learning series](#). Over the course of five weeks beginning on 16 June we'll be delivering a range of high-quality content to help you learn and share best practice.

[FIND OUT MORE](#)

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### The Programme

You can view the full programme [online](#) but here's a taster of week one.

## **Tuesday 16 June**

Workshop: Creating non-binary inclusive workplaces

## **Wednesday 17 June**

Resource release: Introduction to the new Stonewall CEO

## **Thursday 18 June**

Knowledge sharing: Using training to embed LGBT inclusion

## **Friday 19 June**

Coffee break: Celebrating pride remotely

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## **Booking**

Going online means we can reduce our costs and pass that saving on to you. Tickets for the digital learning series cost as little as £175. If you [book now](#) you'll receive an email to register on our event portal where all content is hosted. Before the event starts you can also download the event app to begin networking.

---

Thank you for your continued support of Stonewall and the LGBT community. We hope to welcome you to the event in June and please don't hesitate to [reach out](#) if there's anything we can do in the meantime.

Best wishes,

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



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

[View this email in your browser](#)



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,

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**From:**  
**Sent:** 10 September 2020 10:20  
**To:**  
**Subject:** WEI criteria consultancy sessions

Hi

I hope you're well and having a good week.

I'm just getting in touch to check you received our mailing last week about the WEI criteria consultancy sessions, and to remind you that if you would like to take part please do express your interest using the link below in order to get a session booked in.

As ever, don't hesitate to get back to me with any queries.

On another note, I've had a few questions recently about resources for Black History Month, so I wanted to signpost you to [this great collection of resources on our website](#) from Stonewall's BAME/PoC Staff Network last year. There are plenty of videos, role models profiles, articles and research that you can share internally to celebrate Black History Month and platform the voices of LGBT people of colour.

Speak soon,

*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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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,

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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 28 May 2020 13:53  
**To:**  
**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,



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**From:**  
**Sent:** 29 October 2019 16:07  
**To:**  
**Subject:** Young Campaigners: Disability + LGBTQ identities - opportunity to share

Hello

I hope you're both well?

I'm excited to let you know that Stonewall's Young Campaigners residential for LGBT young people with disabilities is now open for applications.

*Young Campaigners: Disability + LGBTQ identities* will be running in the new year and I would really appreciate you sharing this opportunity with any youth services, youth groups or connections with youth service provision you may have.

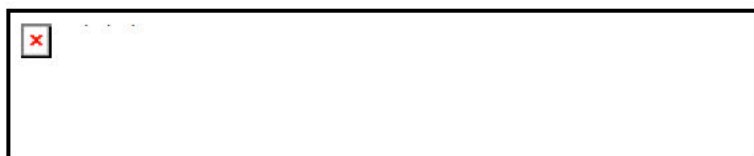
This is a free campaigning residential, funded by Comic Relief. The program will be running in Matlock, East Midlands from 6<sup>th</sup>-9<sup>th</sup> January, and it's open to any LGBTQ person with a disability aged 16-25.

Applications close on November 18<sup>th</sup> and you can find out more information / people can apply here:

<https://www.youngstonewall.org.uk/get-involved/get-involved-individuals-communities/young-campaigners-disability-lgbtq-identities>

Don't hesitate to get back to me with any questions, and thanks for your help in sharing this exciting opportunity for LGBT young people with disabilities.




\*\*\*\*\*



Learn more about the Stonewall LGBT Leadership Programme or [apply for your place here.](#)

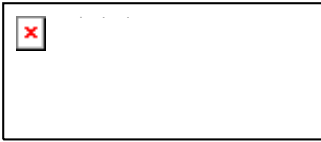
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