

[REDACTED]

From: [REDACTED]
Sent: 26 June 2019 12:16
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Introductory Call Follow Up

Good Afternoon,

That is definitely a possibility! Essentially what you will need to do is setup another account on the Stonewall Submit website and from there have the lead account add them to the specific Sport England submission. I know you can definitely work on separate sections at the same time but I do not believe that you can work on the same section at the same time unfortunately.

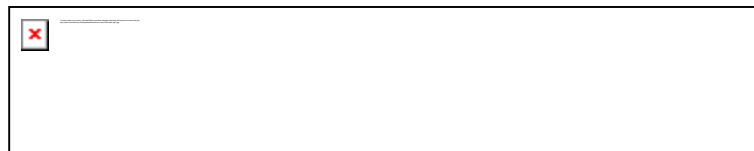
Hope that makes sense!

If you have any more questions please feel free to ask away!

Best Regards,




[REDACTED]
[REDACTED]

Pronouns: [REDACTED]
[REDACTED]



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From: [REDACTED]
Sent: 25 June 2019 18:12
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Introductory Call Follow Up

Hi [REDACTED],

Thanks very much for submission details – sorry as the earlier email had arrived after all.

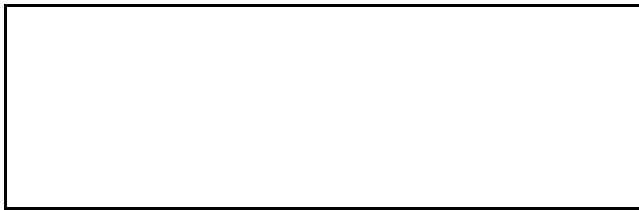
Wondered if we can set up online access so that both [REDACTED] and I can work jointly on the submission document at that same time? Believe this is something we may need to specifically request – would be grateful if you could please look into for us?

Kind regards

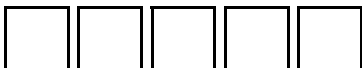
[REDACTED]

[REDACTED]
Equality & Diversity Manager

[REDACTED]
M:
F: 020 7273 1516
E: [REDACTED]



1st Floor, 21 Bloomsbury Street, London, WC1B 3HF



We have updated our Privacy Statement to reflect the recent changes to data protection law but rest assured, we will continue looking after your personal data just as carefully as we always have. Our Privacy Statement is published on our [website](#), and our Data Protection Officer can be contacted by emailing [REDACTED]

From: [REDACTED]
Sent: 20 June 2019 13:25
To: [REDACTED]
Subject: RE: Introductory Call Follow Up

Hey,

Figured just copy pasting it would work instead of tracking down the person who sent the email!

Dear [REDACTED],

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 complete 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: 1577 and the survey can be found at: www.stonewall.org.uk/index-survey-2020

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!

I look forward to meeting you in person as well!

If you have any question about the above please let me know.

Best Regards,

[Redacted]
[Redacted]

Pronouns: [Redacted]
[Redacted]

[Redacted]

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From: [Redacted]

Sent: 20 June 2019 12:50

To: [Redacted] [Redacted]

Subject: Re: Introductory Call Follow Up

Hi [Redacted]

Yeah really great to catch up on Tuesday, thanks for your time, and thanks for sending this information over.

I think it would be great if you could send the submission email over again to us both?

And thanks for the details on the other areas we spoke about - great to hear about the changes with the staff survey! We have an LGBT+ Staff Network meeting on Tuesday so I'll be sure to raise this there, and I'm sure [REDACTED] and I will discuss this further.

Look forward to hopefully meeting you on the 17th July!

Thanks so much,

[REDACTED]

[REDACTED]

Senior Equality & Diversity Manager

[REDACTED]

From: [REDACTED]

Sent: Thursday, June 20, 2019 11:09:02 AM

To: [REDACTED]

Subject: Introductory Call Follow Up

Good Morning,

It was lovely to chat with both of you on Tuesday and great to hear about the work that you have coming up!

As a follow-up from the discussion we had on the call:

The Workplace Equality Index

I am really excited that you are participating this year and am happy to support you in any way I can in regards to the pre-submission review, policy review, answering questions etcetera!

You should have received an email from us on the 4th of July regarding the opening of the Index and how to submit. If you cannot find it I can resend it for you!

The pre-submission deadline is August 9th and I can offer more guidance on that as we discuss more. The final submission deadline for the Workplace Equality Index is Monday the 9th of September 2019 at midnight. Additionally, if you fully submit before the 9th of August you receive a free place on our digital Allies training which will take place in January!

Staff Survey – 1577

In regards to the staff survey, it opened at the same time as the Workplace Equality Index but is open until November the 1st, 2019. Your four digit code is [REDACTED] and can be used to access the survey. I've attached a document that contains some more information regarding the Staff Survey and a template communication that you can use if you wish. I can also provide some support if you would like to tailor it more specifically. We fully encourage you to try and get as many participants to complete the survey as possible as it gives great feedback on how staff are experiencing their workplace!

To clarify the point that [REDACTED] had about organizations that have less than 10 LGBT staff not getting marks on the Staff Survey Questionnaire. This has historically been the case but changed last year so that all those who participate in the survey get marked across the average of all organizations and can receive points regardless of how many LGBT staff they

have. The caveat with having less than ten identifying LGBT staff on the survey is that we do not provide specific feedback for that group as it may out someone and is generally unreliable (as it is such a small data-set).

I hope that has answered most of the questions that you had on the call but if I have missed something or you have another question please get back to me and I will do my best to get back to you as soon as possible!

Best Regards,

[Redacted]
[Redacted]

Pronouns: [Redacted]

[Redacted]

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