

## Allies and Role Models: Part 1

### Section 4: Allies and Role Models

This section comprises of 9 questions and examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models, then the individual actions they take. This section is worth 11% of your total score.

**Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.**

#### Allies

**4.1 Does the organisation have a formal programme or initiative to engage all non-LGBT employees to become allies?** B. Yes, a separate allies network group

**GUIDANCE:** The programme should be a formal mechanism to engage non-LGBT people with LGBT equality.

## Describe the allies programme or initiative:

The Friends of Proud network is the allies network within COPFS. This enables all members of staff, regardless of their sexual orientation, to express their commitment to supporting the work of the Proud network and to becoming visible and proactive allies to the LGBT community. Currently, the Friends of Proud network has 139 members, most of whom are visible in a number of ways. 1) Members of the Friends of Proud network are given a distinctive lanyard upon joining the network. This lanyard is distinct from the generic COPFS lanyard, is bright red and clearly states "I am a Friend of Proud in COPFS". As all staff are required to display indication when within COPFS premises, these lanyards are prominent and visible to all staff. Additionally, when staff join the Friends of Proud network, they are given the opportunity to sign up to the 'no bystanders' campaign. Members are given a copy of the 'no bystanders' poster and are encouraged to display this in a prominent location within their workspace or office. In this way, sources of support are clearly identified throughout the organisation.

The Proud network and the Friends of Proud network work closely together to highlight and promote the impact that effective and proactive allies can have. This includes members of the network sharing their personal stories with staff in order to highlight how important the intervention of allies, no matter how simple, can be. In this way, the Friends of Proud network works to extend the reach of the support offered by the Proud network and is a force for good throughout the organisation.

The Friends of Proud network also works with the local Sheriffdom Equality networks to raise awareness of LGBT issues, and to work with local community groups and organisations for example by attending Glasgow Pride alongside members of the Proud network.

## Upload a communication advertising the allies programme or initiative:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/kkN9QSKHNa/>

## 4.2 In the past year, has the organisation held internal awareness raising sessions, campaigns or initiatives specifically for allies which cover the following?

**Tick all that apply**

**GUIDANCE:** Content/activity should be tailored for non-LGBT people and run through mechanisms that engage allies. Content should cover all LGBT identities (lesbian, gay, bi and trans).

A. The importance of allies

---

B. Discrimination towards LGBT people

---

C. Personal stories from LGBT people

---

D. Actions they can take to be effective allies

### **Provide a brief description of the content you have uploaded:**

The Friends of Proud network has placed articles in the Proud in COPFS newsletter covering the importance of allies. In this article, there are tips and hints given in respect of how readers can be effective allies. Separately, the Friends of Proud network has also posted an article that highlights the discrimination faced by some of the LGBT community in Scotland. These messages are delivered by the Friends of Proud network in the recognition that the fight for true equality is far from over, despite the common public perception being that the problem has been dealt with. In raising these issues and empowering the COPFS community to make a difference themselves, the friends of Proud network is being a true ally to the LGBT employees of COPFS and also the LGBT community of Scotland by keeping these issues on the agenda and fighting for true equality.

### **Upload content covering option A:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/idH7rHFTkw/>

### **Upload content covering option B:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/CuRhaaxGjs/>

### **Upload content covering option C:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/2pyVM7tHD7/>

### **Upload content covering option D:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/EldupEXszl/>

## **4.3 Does the organisation enable allies to visibly signal their commitment to LGBT equality?**

**GUIDANCE:** Examples include visual signals such as email signatures, badges, lanyards and mugs.

Yes

**Describe how allies can visibly signal their commitment to LGBT equality:**

Members of the Proud in COPFS network visibly signal their commitment to LGBT equality by wearing Proud in COPFS lanyards while on COPFS premises. These lanyards clearly mark out members of the Friends of Proud network and in this way, enable those in need of support to easily see where they can get it. These lanyards also act as a talking point, and frequently open up conversations whereby individuals ask what the lanyard is for, and thereafter end up seeking further information and thereafter joining the network themselves

Friends of Proud in COPFS are also given the opportunity to sign up to the ‘no bystanders’ campaign- they are thereafter encouraged to display their signed ‘no bystanders’ pledge somewhere prominent within their workplace or office in order to visibly show their support to tackling LGBT equality.

Allies and Role Models: Part 2

**Allies**

**4.4 In the past year, which of the following activities have allies engaged in?**

**Tick all that apply**

**GUIDANCE:** 'Helped organise' here, refers to allies taking an active involvement in the planning and execution of events. It does not mean allies simply turning up to events.

- A. Participated in LGBT network group activities
- B. Helped organise a sexual orientation equality awareness raising event
- C. Helped organise a trans equality awareness raising event
- D. Recruited other allies
- E. Coached or mentored other allies
- F. Other

**Describe the activities selected:**

A. Participated in LGBT network group activities	The Friends of Proud network participated in the activities of the Proud in COPFS network in attending the Pride festivals in Edinburgh and Glasgow alongside representatives from the Proud network. The Friends of Proud network was also instrumental in terms of encouraging board level and senior management representatives in attending the festival, and in publicising their attendance after the event by writing an
--	---

	<p>article of the Proud in COPFS newsletter which was distributed to all staff by way of the Proud in COPFS forum.</p>
B. Helped organise a sexual orientation equality awareness raising event	<p>The Friends of Proud network worked alongside the proud network when organising the bake sale that took place in Kilmarnock on 09 February 2018 in aid of LGBT Youth Scotland (with £100 being raised).</p> <p>The members of the Friends of Proud network were instrumental in terms of helping to organise this event by putting up posters, and reminding staff to bake! Members of the Proud network also helped to recruit new members both in the run up to the event and at the event itself.</p>
C. Helped organise a trans equality awareness raising event	<p>The Friends of Proud network worked alongside the Proud network when organising the trans awareness raising session which took place in Hamilton in August 2018. This took the form of an informal lunchtime awareness raising session, where topics such as the use of language and non-binary were discussed, before all attendees were challenged in relation to actions they could take in order to make our workplace more inclusive.</p> <p>The members of the Friends of Proud network were instrumental in terms of helping to organise this event by putting up posters, collecting resources to distribute and advertising the session.</p>
D. Recruited other allies	<p>At the COPFS Equality conference in August 2018 the Friends of Proud network had a stall alongside the Proud network. At this stall, attendees of the conference could find out about the Friends of proud network, what it does, and speak to members of the network. There was also the opportunity to sign up to the Friends of Proud network. Following the conference, a number of new members were recruited, including two of COPFS' non-executive directors. Those who signed up were given a Friends of proud lanyard, given the opportunity to sign the no bystanders pledge (and take it away with them to display in their office) and also to take away a Friends of Proud magnet for use in the office.</p>
E. Coached or mentored other allies	<p>██ and a very active and vocal Friend of Proud has mentored ██████████, trainee solicitor. ██████████ is a prominent LGBT ally within COPFS and has regularly supported the Friends of proud and the Proud in COPFS networks at both internal and external events.</p>
F. Other	<p>The Friends of Proud network has spoken at the Elimination of Violence Against Women (16 days of activism against gender-based violence event) organised in Edinburgh in November 2017. COPFS co-hosted the opening ceremony of the 16 days alongside Scottish Court and Tribunal Service. ██████████, a Friend of Proud in COPFS and COPFS Equality Champion spoke of COPFS' commitment to the robust prosecution of offences committed against women.</p>

■■■■ highlighted in her speech that domestic violence is not limited to heterosexual relationships and that victims of domestic violence from within LGBT relationships may face additional barriers to reporting this to the police. ■■■■ spoke of COPFS's commitment to ensuring that all domestic abuse, including domestic abuse deriving from LGBT relationships is prosecuted effectively and sensitively.

#### **4.5 Does the organisation support all non-trans employees (including lesbian, gay and bi employees) to become trans allies through training, programmes and/or resources?**

**GUIDANCE:** Examples can include information booklets, programmes or training, but must focus specifically on being an ally to trans people. By non-trans, we mean people who do not identify as trans.

Yes

##### **Describe the training, programmes and/or resources:**

The Friends of Proud network has created an information booklet on 'how to be a trans ally' - this has been distributed to all Friends of Proud in COPFS. This bespoke information booklet contains 14 tips in terms of being an ally to the trans community, and has accompanying notes that explain the background and context to each of the 14 tips. In this way, the Friends of Proud are able to access the information in relation to the trans community in an extremely accessible manner, while being able to easily and quickly see how they should act in certain situations - for example, if they do not know what pronoun a person wishes to use. There are many other examples. This information booklet also clearly states where further information and assistance can be obtained - via the proud in COPFS network. In other words, this document encourages the Friends of Proud in COPFS to act insofar as is possible for them to become effective and influential allies to the trans community (both within COPFS and within Scotland as a whole) without expecting them to be experts or responsible for the issues affecting trans people alone. The tips provided to Friends of Proud are as follows 1) you can't tell if someone is trans by their appearance 2) don't make assumptions about a trans persons' sexual orientation 3) if you don't know what pronoun to use, listen first 4) don't ask a trans person what their "real" name is 5) know the difference between coming out at gay, bi or lesbian and "coming out as trans" 6) be careful about confidentiality, disclosure and "outing" 7) respect the terminology a trans person uses to describe their identity 8) be patient 9) Understand that there is no right or wrong way to transition 10) don't ask a trans person about their genitals, surgical status or sex life 11) challenge anti-trans comments 12) Set an inclusive tone 13) listen to trans people and 14) know your limits as an ally. The document provides further information in relation to each of these headings before signposting users to the Proud network for further support.

## Allies and Role Models: Part 3

## **LGBT Role Models**

### **4.6 Does the organisation support LGBT employees at all levels to become visible role models through training, programmes and/or resources?**

**GUIDANCE:** Examples can include role model and information booklets, programmes or training, but must focus specifically on steps LGBT people can take to become active role models.

Yes

#### **Describe the training, programmes and/or resources:**

The Proud in COPFS network supports employees from all levels to be visible role models. The network has created an information booklet specifically relating to what being a role model is, why role models are important, the impact that role models can have, and actions that effective and influential role models can take in order to change their working environment for the better. The document highlights the importance of being authentic in the workplace, and the impact that failing to be authentic can have. It suggests positive actions that visible role models can take including 1) be yourself 2) challenge inappropriate behaviour 3) be visible 4) Step up - work with the network to help COPFS earn the confidence of the LGBT community in Scotland 5) encourage others to do the same. The document then signposts the location for further help or support in relation to being a role model within COPFS - the Proud network.

This document has been circulated to all members of the Proud in COPFS network, in addition to all Friends of Proud. The document has been circulated in this way as the organisation recognises that visible role models are required from both LGBT members of staff, and staff who are not LGBT but are visibly supporting the LGBT community.

LGBT members of staff who wish to formalise their status as a role model are provided with information and training by various channels. This includes the bespoke document referred to above, which forms the basis of the support provided by the network as a whole. Examples of members of the network who have formalised their status as role models include the network lead [REDACTED] (COPFS senior LGB ambassador), the former network lead [REDACTED] (COPFS LGB ambassador) and [REDACTED] (COPFS LGB ambassador). Each of these individuals are supported by the network by way of regular contact with network members and leads, including COPFS equalities champion [REDACTED]. The network also promotes these individuals as good candidates to attend external events that improve their knowledge and skills in relation to LGBT matters - such as the Stonewall role models course and the Stonewall allies course.

**4.7 In the past year, have any visible LGBT role models at board level from the organisation been profiled?**

**GUIDANCE:** For information about what is meant by board level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

No

**4.8 In the past year, have any visible LGBT role models at senior management level from the organisation been profiled?**

**Tick all that apply**

**GUIDANCE:** For information about what is meant by senior management level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

B. Gay

**B. Submit evidence where you have profiled the person/s in the last year:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/RqpVoFcFxV/>

## Allies and Role Models: Part 4

### **LGBT Role Models**



**4.9 In the past 18 months, has the organisation profiled visible role models from the following communities? Tick all that apply.**

**Tick all that apply**

**GUIDANCE:** Within the profiling opportunity, the person's identity must be clear. It should not be left up to the reader or viewer to make assumptions.

A. Gay people or lesbians

B. Bi people

C. Binary trans people (e.g. trans men and trans women)

D. Non-binary trans people (e.g. genderfluid and genderqueer people)

E. Older LGBT people (aged 50 or over)

F. Young LGBT people (aged 25 or under)

G. Disabled LGBT people (excluding disability related to mental health)

H. BAME LGBT people

I. LGBT people of faith

J. LGBT people being open about their mental health (including disability related to mental health) or wellbeing challenges

K. LGBT parents

**A. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/rEHtUkSac0/>

**B. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/y4CRDOBodr/>

**C. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/lqOhcqCqlq/>

**D. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/2QBzH0iDzn/>

**E. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/5hGBLUe6tI/>

**F. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/1hUbtWMGen/>

**G. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/MT3eiPI2Ar/>

**H. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/QR260JklwD/>

**I. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/strLle7SNo/>

**J. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/aSInN064eB/>

**K. Submit evidence where you have profiled the person/s in the last 18 months:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/18636925/I0XRz9xO1K/>