

**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 17 December 2020 11:47  
**To:** [REDACTED]  
**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:** 09 December 2020 11:19  
**To:** [REDACTED]  
**Subject:** Your December newsletter from Stonewall

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Dear colleague,

Welcome to your December newsletter from Stonewall! In this edition, you'll find out about Rainbow Laces Day, Disability History Month, ways to support LGBT people in the voluntary sector, and more!



## Happy Rainbow Laces Day!

Today is [Rainbow Laces](#) day, a day to speak up for LGBT inclusion in sport, and celebrate LGBT athletes everywhere. Over the past couple of weeks, we've seen a huge range of support, not only at elite level but right across your communities. We're counting on you to join us and play your part to make sport everyone's game.

Today is the perfect day to make noise on social media and wear your Rainbow Laces -

even if you're staying home! Click the button below for more information about how you can get involved.

[Get involved!](#)



## Don't miss our LGBT Allyship Digital Training!

Looking for events and training opportunities to mark LGBT History month? Look no further!

We are running our open 'Introduction to LGBT Allyship' digital workshop on 3 February 2021.

This is a bite-sized, 90-minute Zoom workshop which is highly interactive. It blends knowledge sharing and practical exercises to suit various learning styles.

Book a spot on these sessions for you and three colleagues. Prices start at £48 per person for Diversity Champions members.

We also offer these workshops in-house for up to 50 staff. Email [diversity@bham.ac.uk](mailto:diversity@bham.ac.uk) for more details.

[Book now](#)



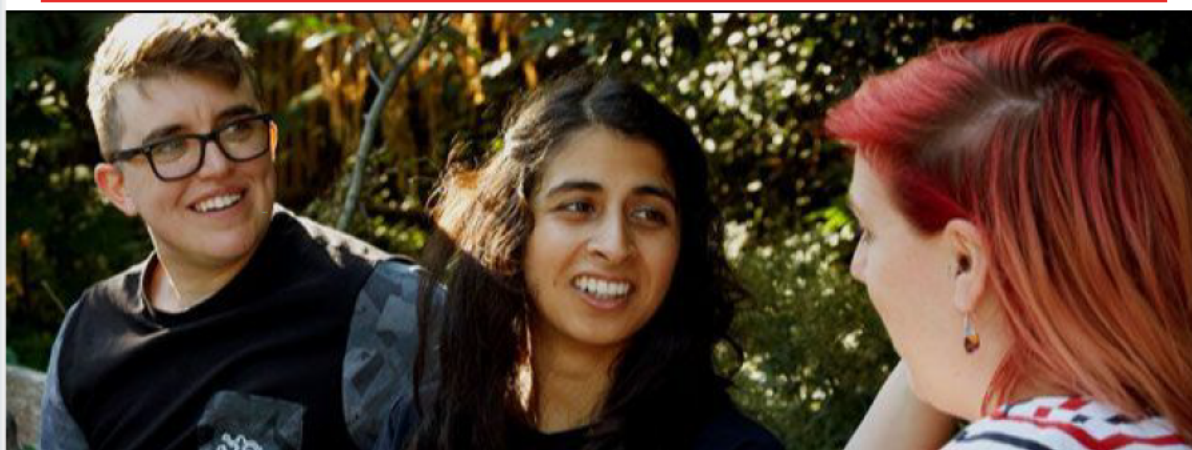


## Support your disabled LGBT employees this Disability History Month

18 November marked the start of Disability History Month, running until 18 December. Marking the occasion is an essential way to show your staff that you are committed to tackling ableism, and celebrate the identities of disabled employees, including disabled LGBT employees.

For the occasion, we'll be releasing a series of content focused around ways to support disabled LGBT people everywhere. Our first article is live now.

**Read '5 LGBT disability organisations you should support'**



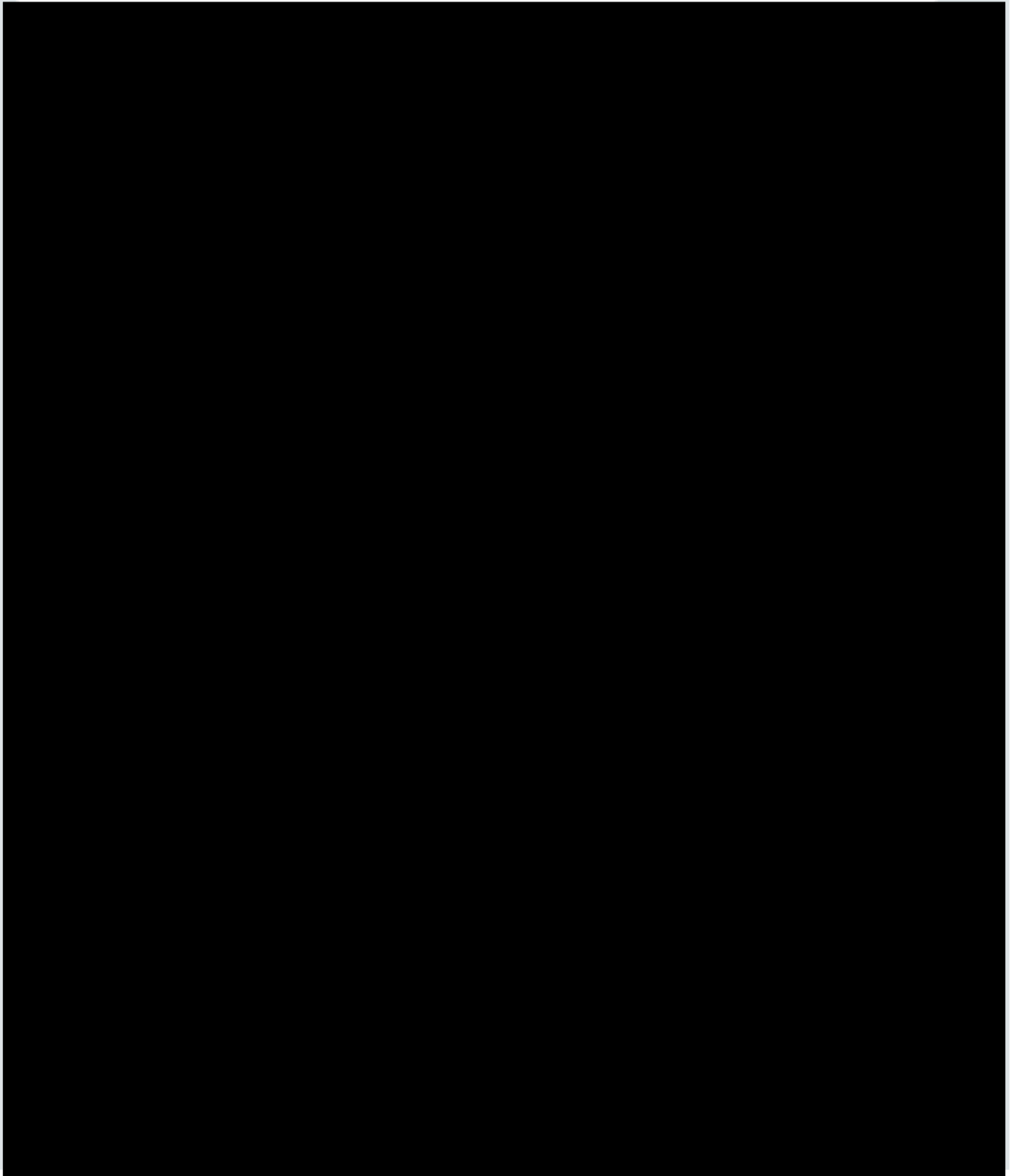
## Help us shape a more LGBT-inclusive voluntary sector

We are embarking on an exciting project to explore how we can offer new guidance for volunteer recruitment and management. If your organisation recruits volunteers, we would really appreciate you filling in [this survey](#). This will help us build an accurate picture of the type of support we should be providing.

**Fill out the survey**

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

Very best wishes,



**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 13 November 2020 10:00  
**To:** [REDACTED]  
**Subject:** Your November newsletter from Stonewall

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

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

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

And more!



## Our Training has gone Digital!

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

Following a successful session for Black History Month, we have two more coming up. For Trans Awareness week in November, we're delivering our 'First Steps to Trans Inclusion session'. You'll leave this session with action plans to create a more trans inclusive workplace.

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

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

We also offer these workshops in-house for up to 50 staff. Email [REDACTED] for more details.

## 18 November

### **First Steps to Trans Inclusion: Digital Workshop**

ZOOM

[Book here](#)

## 3 February

### **Introduction to LGBT Allyship: Digital Workshop**

ZOOM

[Book here](#)



## **Stand up against transphobia by commemorating Trans Day of Remembrance**

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

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

Find out more about the event

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# STONEWALL FESTIVE RECEPTION WITH SPECIAL GUESTS

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

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

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

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

You can expect:

- A welcome address from [REDACTED]
- Celebrity hosts
- Exclusive performances, ending with a set by [REDACTED]

**Wednesday 2 December 2020**

**7.30 pm start**

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

Register for your free place by emailing [REDACTED]

Contact us to book your free space

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## We need your help finding new talent!

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

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

[Read the job ad](#)

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

Very best wishes,

[Redacted signature]  
[Redacted name]

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

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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).

**From:** Stonewall [REDACTED]  
**Sent:** 20 October 2020 12:40  
**To:** [REDACTED]  
**Subject:** Engage your staff around key LGBT inclusion dates

[View this email in your browser](#)



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 [REDACTED] 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 [\[redacted\]](#)

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

Very best wishes,

[\[redacted\]](#)  
[\[redacted\]](#)





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



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](#)

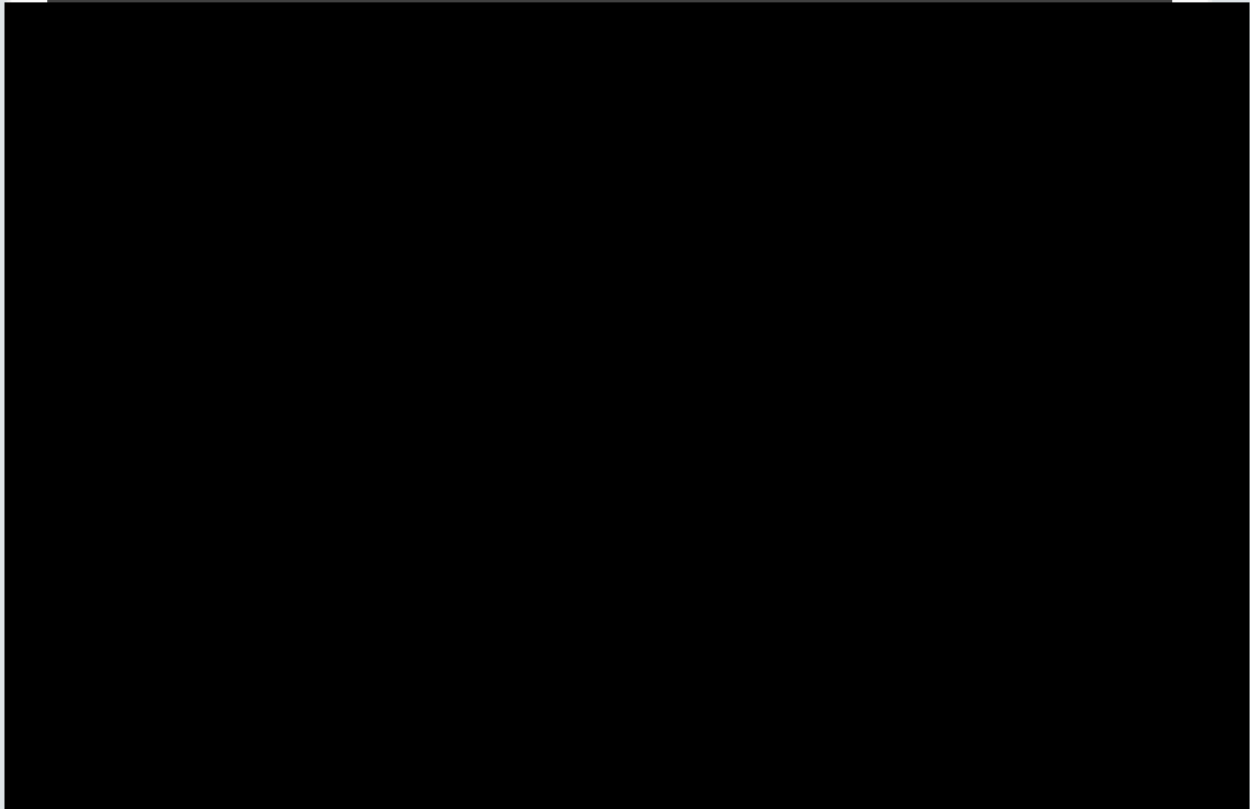
If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

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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).



**From:** memberships@stonewall.org.uk  
**Sent:** 29 September 2020 10:10  
**To:** [REDACTED]  
**Subject:** Access your exclusive Diversity Champions members' area

Access your exclusive Diversity Champions members' area



Dear [REDACTED]

We're delighted to provide you with access to your personalised 'My Diversity Champions' members' area on the Stonewall website.

Log in today to:

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

Log in now at:

[REDACTED]

This link is valid for 24 hours before it expires and can only be used once to log in.

It will lead you to your dashboard, where you can set your password using the 'Update Your Details' form at the bottom of the page.

Has the link above expired? Visit <https://www.stonewall.org.uk/user/password> and enter your email address to receive a new email and a new link which will be valid for 24 hours before it expires.

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

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

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

**DONATE**



**Our work is not finished.**  
Find out how your donations  
can help our work.



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

[View this email in your browser](#)



Dear colleague,

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

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

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

[Watch the webinars](#)

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

This is a two-hour, in-depth session focusing on up to three index areas of your choice.

You will provide details of your progress so far and a member of the Stonewall team will support you to understand how this work can be improved in line with the new criteria.

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

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



**Express your interest now**

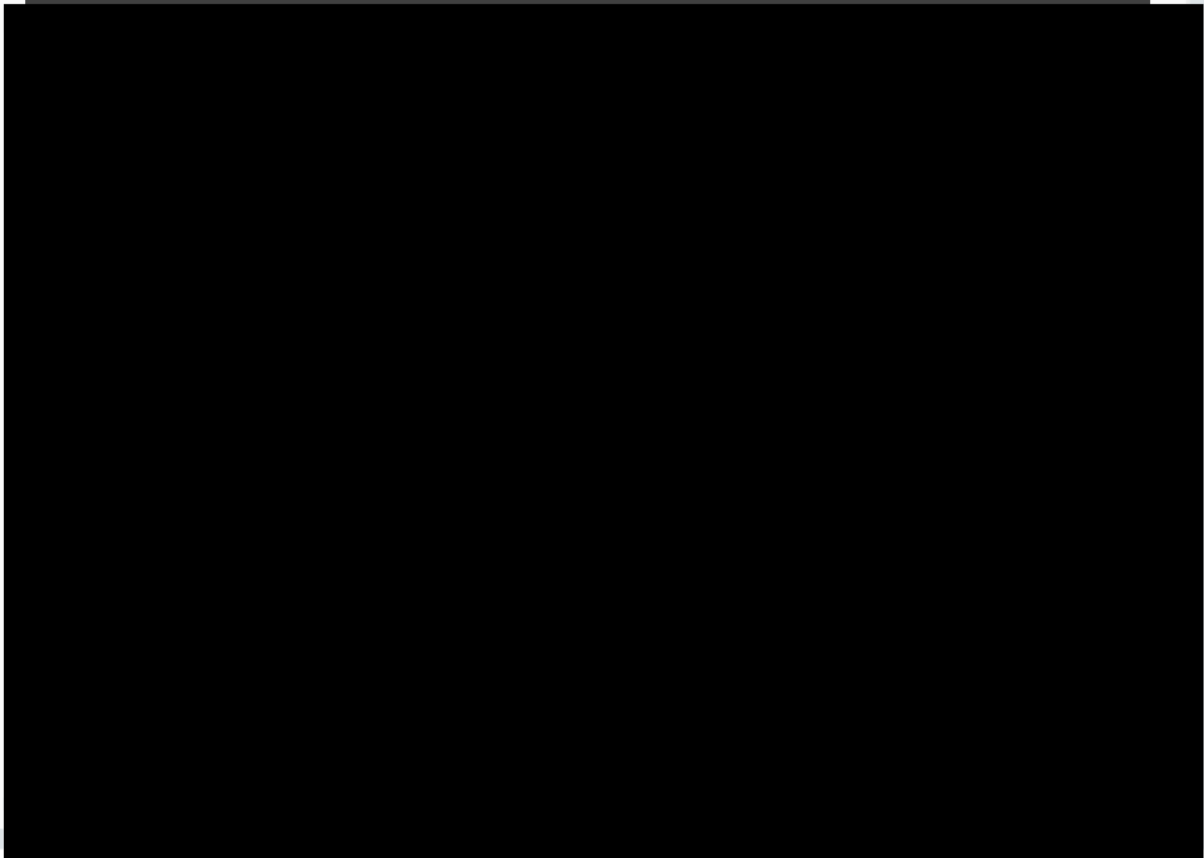
Please note: if you haven't entered the Workplace Equality Index before, you may need to register a new account on Stonewall Submit. If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

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

Best wishes,

[Redacted signature]

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).



**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 02 July 2020 14:54  
**To:** [REDACTED]  
**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](#)

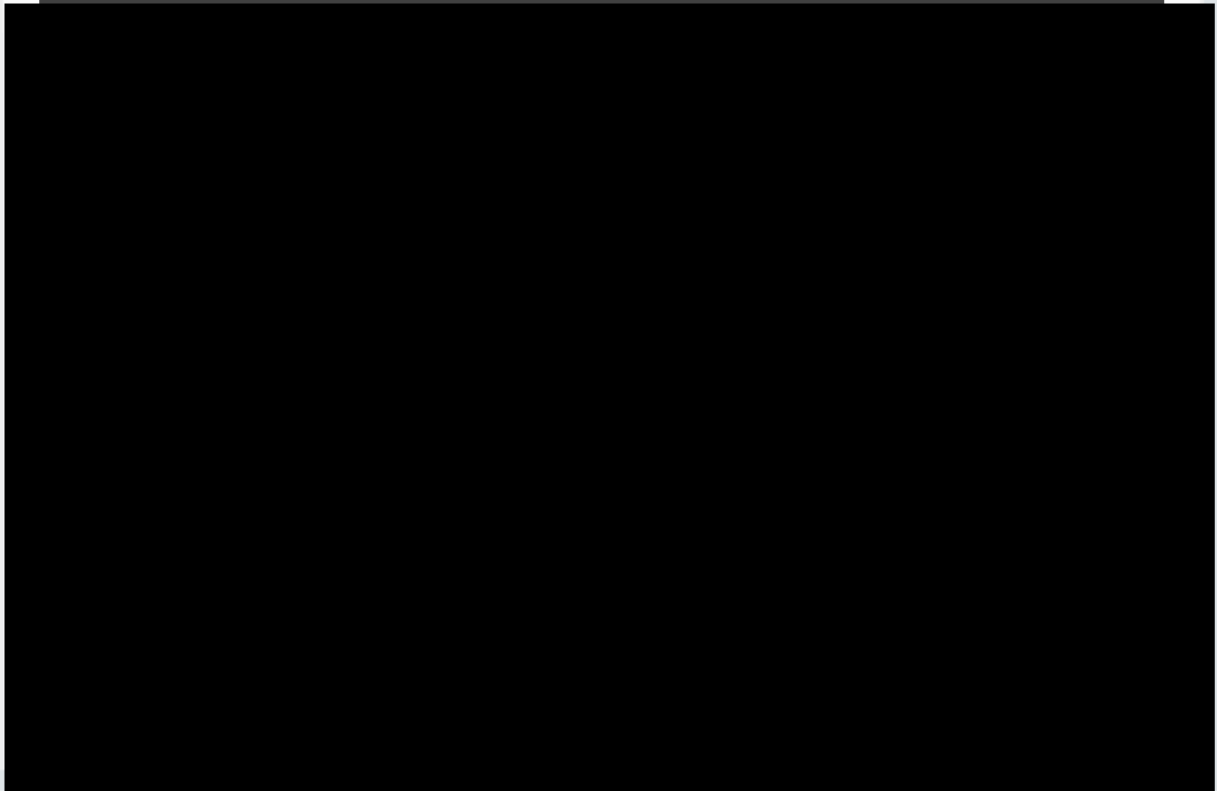
Our account management team is on hand if you have any questions about making the most of the support series. We look forward to seeing you throughout summer.

Best wishes,

[Redacted signature]

[Redacted name]

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).



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

[View this email in your browser](#)



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,





**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 05 March 2020 10:05  
**To:** [REDACTED]  
**Subject:** Your March newsletter from Stonewall

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

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

## Top ways to involve your staff in LGBT inclusion



### How to make the most out of London Workplace Conference

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

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

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

**Book your tickets before they're gone!**



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

**Read 'Shut Out'**, the biggest report of its kind looking into the experience of young people not in work, training or education.



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

**Contact us** about our initiative about our initiative to support LGBT people to join the boards of sport organisations regardless of sport experience.

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**Spread the word: our upcoming events**



## Reward your staff with an evening of celebrating LGBT inclusion

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

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

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

[Read more about the Equality Dinner](#)

**24 April**

Allies Programme

London

[Find out more](#)

**24 April**

Network Group Masterclass

Glasgow

[Find out more](#)

**28 April**

Trans Allies Programme

London

[Find out more](#)

**6 May**

Equality Dinner

London

[Find out more](#)

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

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**Keep up with the LGBT inclusion world**



## Celebrate your trans colleagues for Trans Day of Visibility

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

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

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

**Read 'First steps to trans inclusion' and more resources**

**31 March**

Trans Day of Visibility

**26 April**

Lesbian Visibility Day

**17 May**

International Day Against Homophobia, Biphobia and Transphobia (IDAHoBiT)

**24 May**

Pan Visibility Day



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

Very best wishes,

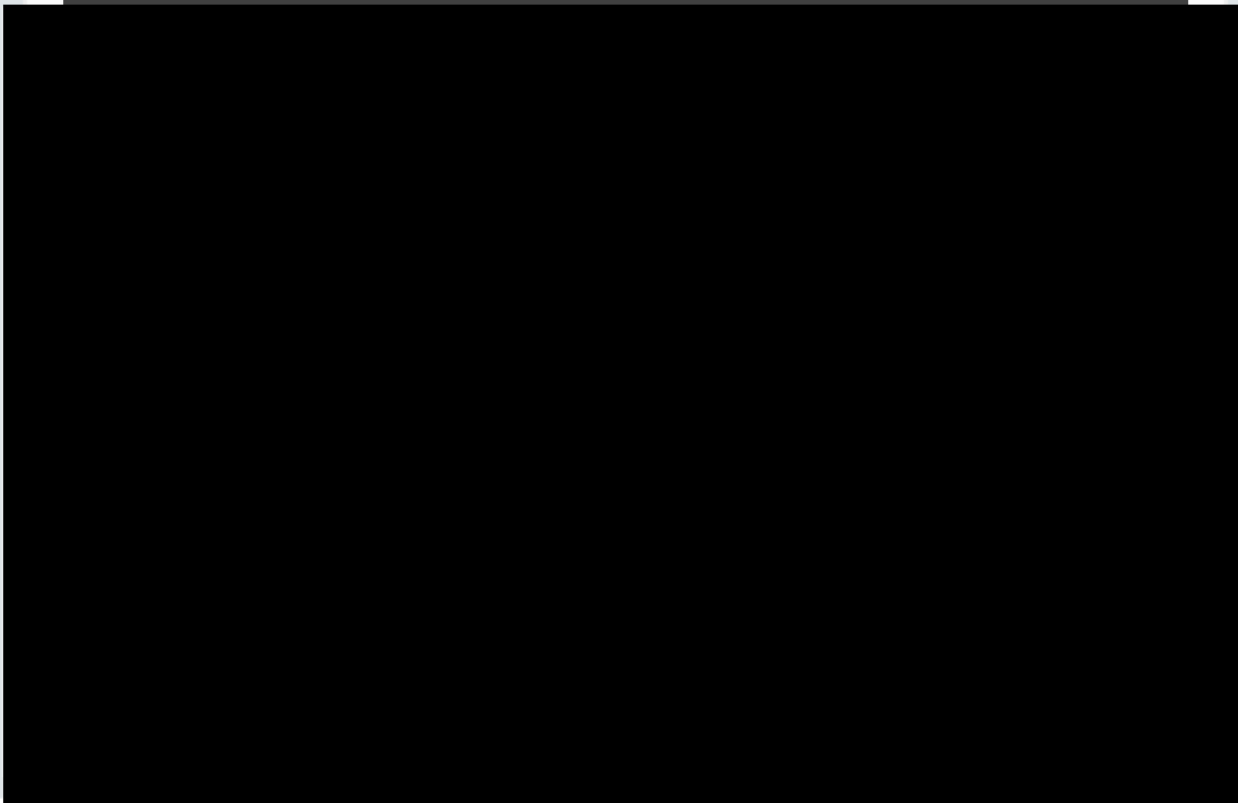
[REDACTED]

[REDACTED]

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

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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).



**From:** Stonewall [REDACTED]  
**Sent:** 18 February 2020 14:00  
**To:** [REDACTED]  
**Subject:** Continue the momentum beyond LGBT history month

[View this email in your browser](#)



## Four days left to reserve your early bird tickets

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

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

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

**BOOK NOW**

### Three key reasons to attend:

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#### 1, Hear from experts

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

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

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## 2, Grow your network

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

Organisations already attending include:



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## 3, Be inspired

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

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

Delegate 2019

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

We hope to see you in April,  
**The Stonewall team**



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



**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 06 February 2020 10:00  
**To:** [REDACTED]  
**Subject:** Your February Diversity Champions Newsletter from Stonewall

[View this email in your browser](#)



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

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

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## Top ways to involve your staff in LGBT inclusion



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

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

[Read the Top 100 report](#)

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

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

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

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



**Diversify your workforce with our Proud Employers website**

[Find out more](#)



**Empower your staff to step up as Allies or Role Models**

[Find out more](#)

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## Spread the word: our upcoming events



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

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

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

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

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

**Book now**

**24 April**

**Allies Programme**

**London**

[Find out more](#)

**24 April**

**Network Group Masterclass**

**Glasgow**

[Find out more](#)

**28 April**

**Trans Allies Programme**

**London**

[Find out more](#)

**6 May**

**Equality Dinner**

**London**

[Find out more](#)

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

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## Keep up with the LGBT inclusion world



### Celebrate your LGBT women employees this March

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



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

## 14 February

Time to Talk Day

[Find out more](#)

## 31 March

Trans Day of Visibility

[Find out more](#)

## 26 April

Lesbian Visibility Day

[Find out more](#)

## 17 May

IDAHoBiT

[Find out more](#)

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

Very best wishes,

[Redacted Signature]

[Redacted Name]

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

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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 30 January 2020 14:29  
**To:** [REDACTED]  
**Subject:** Top 100 Employers 2020

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## DIVERSITY CHAMPIONS NEWSLETTER



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

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

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



[Read the report](#)

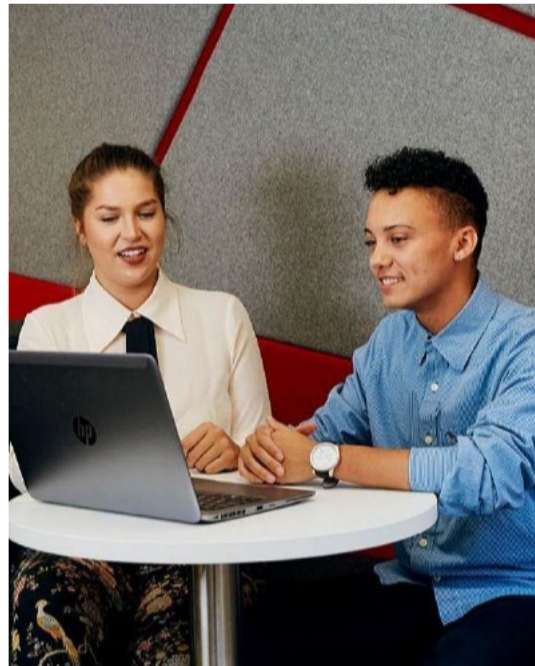
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**What's next?**



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

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



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

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

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## Key dates for the diary

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



If you have any questions in the meantime, please speak to your account manager or contact [memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk).

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## Create an action plan for 2021

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

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



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

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

Very best wishes,

[REDACTED]

[REDACTED]

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[REDACTED]

**From:** Stonewall [REDACTED]  
**Sent:** 23 January 2020 14:19  
**To:** [REDACTED]  
**Subject:** Create an LGBT inclusion action plan for 2020

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## Create an LGBT inclusion action plan for 2020

We all know there's a long way to go before every LGBT person is able to achieve their potential at work.

But this year's Workplace Equality Index makes it clear that organisations like yours are leading the way!

We know that you'll be busy making plans and setting goals for the year ahead. Stonewall is here to support you in a range of ways, one of which is the [London Workplace Conference](#) on 3 April.

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### Plan a day that works for you

With a choice of 21 interactive sessions, you can select content that addresses the challenges you face.

- Stonewall **inclusion experts** design and deliver all sessions.
- Speakers from **leading organisations** bring you the latest best practice.
- Sessions align with the **Workplace Equality Index** and all include action planning.

## Design your day

### Network and collaborate

Sharing ideas and workshopping challenges will help drive your work forward while saving resources.

This is the largest LGBT-inclusion conference in Europe with over 1,000 delegates. We've got two networking zones and an app making it easy to connect before, during and after the event.

**Organisations already attending include:**



This is a key event for Diversity Champions so we're pleased to offer you a discount on tickets. They're currently available at our early-bird rate so [book now](#) to save.

We hope to see you in April,

**The Stonewall team**

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