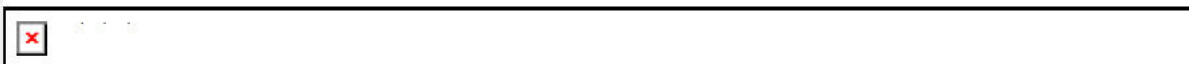


From: [REDACTED]
Sent: 14 May 2019 11:09
To: [REDACTED]
Subject: Your April issue newsletter from Stonewall

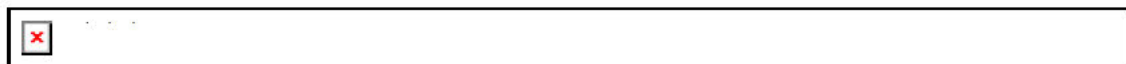
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Hi [REDACTED],

Welcome to your May newsletter from Stonewall. Just to briefly introduce myself, [REDACTED] taking over the role of [REDACTED] I've moved over from my role looking after the Empowerment work at Stonewall and am really look forward to shaping the way we support you to create inclusive workplaces for LGBT people.

In this edition, find out how you can celebrate IDAHoBiT, book onto one of our webinars or empowerment programmes and learn how to make your LGBT employee network group the best it can be.



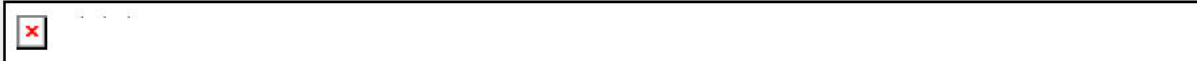
How will you mark International Day Against Homophobia, Biphobia and Transphobia?

17 May is [International Day Against Homophobia, Biphobia and Transphobia](#) (IDAHoBiT). This is an important opportunity to raise awareness of the discrimination experienced by LGBT people across the world. Why not mark it by holding an Equali-tea?

We've created a toolkit for Diversity Champions, with tips and resources for hosting your own. Equali-teas are a great way to raise awareness of LGBT history, celebrate LGBT inclusion in the workplace, engage colleagues in your own LGBT initiatives, and fundraising to support our work to achieve acceptance without exception – all while enjoying delicious cake!

With Stonewall's birthday happening soon after IDAHO BiT, this can also be an opportunity to show your support on social media by saying Happy Birthday on 24 May! Use the hashtags #Stonewall30 and #ComeOutForLGBT and [download our sharing graphic](#).

[Access the Equali-tea toolkit](#)



Don't miss out on our new UK webinars

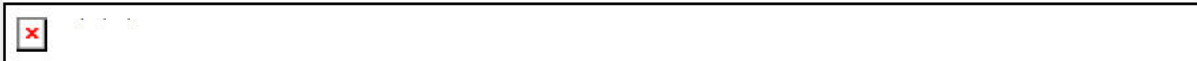
We are delighted to invite you to the first of Stonewall's new UK webinars, **Inclusivity in Procurement**, kindly hosted by PA Consulting. This will take place on the 21 May at 11am, and will be the first of a series of 6 webinars held throughout this year.

This online event is free to attend as part of your Diversity Champions membership. You'll get to hear from Stonewall's workplace inclusion experts about driving inclusivity when procuring services and take part in a live Q&A session.

Feel free to share this invitation within your organisation and network groups!

For any enquiries, or to send in questions before the event, please email [\[redacted\]](#)

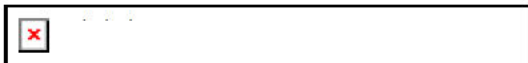
[Book your space for free](#)



Learn how to make the most of your LGBT employee network group

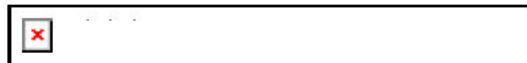
At Stonewall, we know that LGBT employee network groups are essential for creating LGBT-inclusive workplaces, and we want to give you the tools to get it right.

We've developed two new guides to support you, wherever you are in your network group journey:



Setting up an LGBT employee network group

For employees hoping to get a new network group started in their workplace.



Finding your collective voice

Exclusively available for Diversity Champions to help existing network groups grow and thrive.

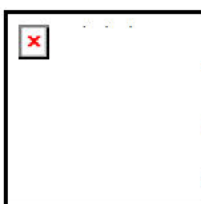
We're also launching our brand new [Network Group Masterclass](#) event which will be taking place on 28 June in Birmingham. This event is open to anyone who holds – or is planning to take up – a leadership position in an LGBT network group, offering them the chance to develop their leadership skills, attend practical workshops and expand their network.

In addition to your Diversity Champion discount, some tickets are available at an exclusive early bird price, so don't miss out!

[Book now](#)

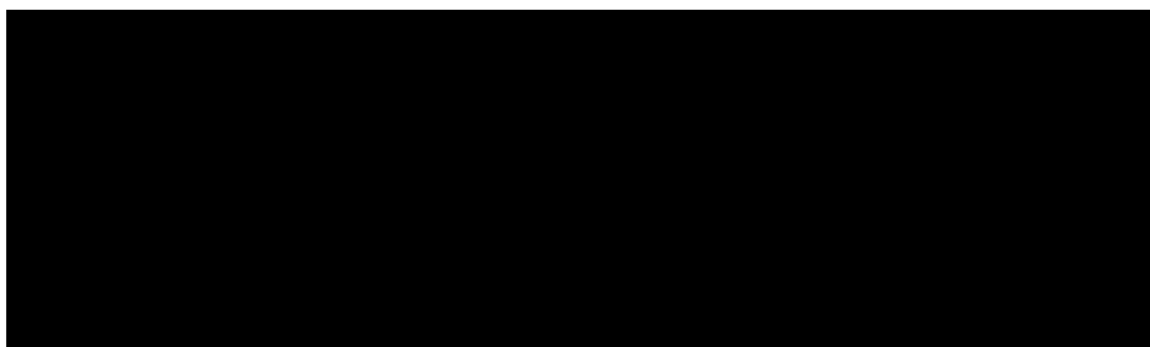


What our Diversity Champions are up to



This month, to coincide with Trans Day of Visibility **Thames Water** released a [video](#) with Thames Water employees discussing what it means to them to be able to bring their whole selves to work alongside the launch of their very first trans and non-binary guidelines.

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



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



Have you booked on to our Leadership Programme?

This two-day residential programme brings together senior leaders who identify as LGBT from across a range of sectors and industries. You will reflect on what it means to be an authentic leader and explore how to create a more inclusive culture within your organisation. Our next programme is being held on the 17 to 19 July 2019.

[Book now](#)

We have a number of other upcoming programmes for your employees to explore lesbian, gay, bi and trans inclusion in their workplaces and the concrete actions they can take to ensure everyone feels included, supported and able to be themselves.

[Find out more](#)



Coming up

17 May

International Day Against Homophobia, Biphobia and Transphobia

Global

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

[Find out more](#)

6 June

Allies Programme

Manchester

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

[Find out more](#)

12 June

Role Models Programme

Manchester

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

[Find out more](#)

27 June

Allies Programme

Cardiff

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

[Find out more](#)

5 July

Children and Young People Conference

London

Hear from 100 young people aged 14-18 on what being an ally means and learn about LGBT inclusion best practice in education and service provision.

[Find out more](#)

17 July

Inclusive Service Delivery Programme

Llanelli

A programme supporting organisations to provide inclusive services and to empower staff to implement good practice.

[Find out more](#)

17 July

Trans Allies Programme

Aberystwyth

A one-day personal and professional development programme helping staff step up as

allies to trans people.

[Find out more](#)

Don't forget...

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

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

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

Very best wishes,

[Redacted signature]

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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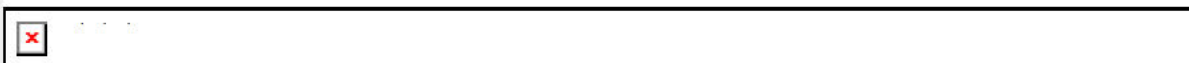
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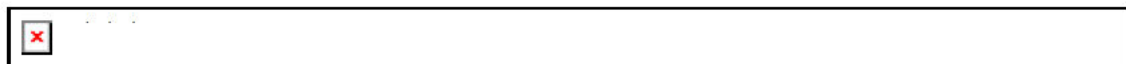
From: [REDACTED]
Sent: 05 December 2019 12:39
To: [REDACTED]
Subject: Your December newsletter from Stonewall

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



Measure your progress in global LGBT inclusion

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

The Global Index is the leading LGBT benchmarking tool for multinational employers – it's a framework to help organisations support their employees wherever they are in the world. The best entrants are celebrated as **Stonewall's Top Global Employers**, demonstrating their significant steps towards LGBT inclusion across their global operations. Global Diversity Champions will also receive a benchmarking and action-planning meeting with their Stonewall account manager.

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

Register today



Our LGBT Young Leaders programme returns this winter

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

This programme gives delegates the opportunity to:

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

[Find out more and apply here](#)



Don't miss our Cymru Workplace Conference this February

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

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

- **Learn best practice** – hear from Stonewall inclusion experts and leading organisations

- **Expand your network** – connect with professionals from all sectors committed to equality.
- **Make lasting change** – leave with a practical action plan to create a more inclusive workplace

[Find out more](#)

[Book your space now](#)

Coming up

8 December

Pan Pride Day

Nationwide

A day to celebrate pan identities.

22 November - 22 December

Disability History Month

Nationwide

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

[Find out more](#)

3 April

London Workplace Conference 2020

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

[Find out more](#)

Don't forget...

If you're looking to advertise a role with your organisation, you can reach a

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

diverse talent pool with our dedicated jobs
site, [Proud Employers](#).

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

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

Very best wishes,

[Redacted signature]
[Redacted name]

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From: [REDACTED]
Sent: 14 February 2019 14:15
To: [REDACTED]
Subject: Your February issue newsletter from Stonewall

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



Hi [REDACTED],

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



Get your discounted London Workplace Conference tickets

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

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

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

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

[Book now](#)



Delivering LGBT-inclusive Further and Higher Education

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

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

- Preventing and responding to bullying, harassment and discrimination
- Equipping services with specialist knowledge
- Reviewing your course curriculum
- Ensuring your sports programmes are inclusive

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

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



Get your colleagues involved in our Jump for Equality

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

On **Sunday 7 April**, supporters will be joining us for our Jump for Equality and supporting

Stonewall's work bringing acceptance without exception to all LGBT people in the UK and beyond.

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

Sign up today



What our Diversity Champions are up to

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

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

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



Coming up

1 March

Trans Allies programme

London

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

[Find out more](#)

7 March

Scotland Workplace Equality Index awards

Glasgow

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

[Find out more](#)

21 March

Inclusive Service Delivery programme

Bangor

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

[Find out more](#)

19 March

Role Models programme

London

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

[Find out more](#)

28 March

Allies programme

London

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

[Find out more](#)

26 April

London Workplace Conference

London

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

[Find out more](#)

Don't forget...

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

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

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

Very best wishes,

[Redacted signature]

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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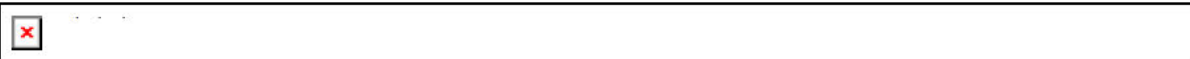
From: [REDACTED]
Sent: 12 March 2019 14:01
To: [REDACTED]
Subject: Your March issue newsletter from Stonewall

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Hi [REDACTED],

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



Have your say on the future of the Workplace Equality Index

At Stonewall we're always looking for ways to improve our work and to hear from you about how we can do that. With that in mind, we're asking for your feedback on the Workplace Equality Index and Top 100 Employers list. This will help us identify the next steps for our benchmarking work.

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

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

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

Take the survey



Learn and share best practice at our London Workplace Conference

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

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

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

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

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

Sign up today



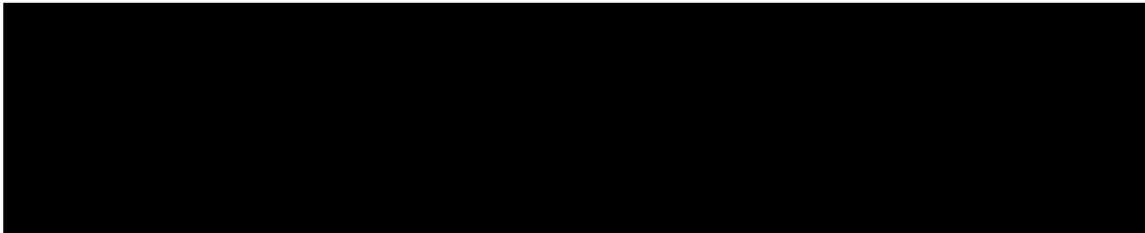
What our Diversity Champions are up to

- Alongside the implementation of a new Trans and Gender Identity Policy, **The Pensions Regulator** held an event exploring experiences of a family member transitioning, transitioning in the workplace and of trans people in Brighton. This

came out of a real collaborative effort between HR, the LGBT+ Network, senior leaders and external partners.

- To celebrate LGBT history month, **Historic Environment Scotland** [flew rainbow flags](#) at 14 castles and historic sites.
- The **General Medical Council** held a panel discussion about the experiences of LGBT people who are BME, disabled, bi, trans, and of faith, and how to prevent discrimination within LGBT communities.

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

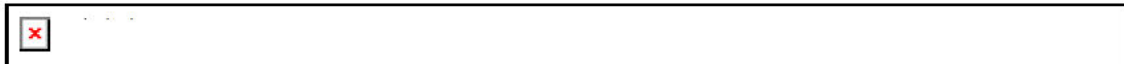


Thank you for becoming part of the Stonewall family – we're looking forward to working with you.



Come Out For LGBT to celebrate Stonewall's anniversary

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



Coming up

21 March

Inclusive Service Delivery programme

Bangor

One-day programme aiming to inform the work service delivery organisations are doing to

provide inclusive services and to empower staff to take action to implement good practice.

[Find out more](#)

19 March

Role Models programme

London

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[Find out more](#)

28 March

Allies programme

London

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

[Find out more](#)

5 July

Children and Young People Conference

London

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

[Find out more](#)

Don't forget...

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

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

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

wherever they are.

Very best wishes,

[Redacted signature]

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: [REDACTED]
Sent: 20 June 2019 14:30
To: [REDACTED]
Subject: Your new opportunity to recruit diverse talent

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Hi [REDACTED]

We're writing to tell you about some exciting developments in our work supporting students, graduates and job seekers to find LGBT-inclusive workplaces.

For many years, Stonewall has run two wide-reaching careers services:

- Proud Employers – our leading jobsite for LGBT people and their allies, exclusively showcasing the vacancies of Diversity Champions.
- Starting Out – our annual careers guide and website with guidance on finding LGBT-inclusive employers, sector insights and the stories of inspirational LGBT role models.

Today we're delighted to announce our plans to bring these two successful initiatives together, to become one, comprehensive **Proud Employers** careers site. From now on, LGBT jobseekers and their allies will have all the information they need in one place – including tips and guidance, listings of all our Diversity Champions and job adverts with inclusive employers.

By better meeting the needs of increasingly digital jobseekers, we expect the new Proud Employers website to receive increased, year-round traffic. We won't be producing a physical Starting Out guide in 2019. Instead, this year we'll send Proud Employers materials to schools, colleges, universities and youth groups across the UK, to help job seekers find you. The Starting Out website will remain open until 2020.

As a Diversity Champion, you'll automatically receive a **listing** on the Proud Employers website, and can exclusively advertise job vacancies within your organisation. To celebrate the newly integrated site, we're offering introductory special discounts to new users, with up to 30% off - **get in touch with our team** to find out more and make the most of this offer. All income generated through Proud Employers is invested back in to

Stonewall's wider work, ensuring we achieve our mission of acceptance without exception for LGBT people.

If you have any questions, please get in touch with your account manager or [REDACTED] and we'll be happy to help.

Very best wishes,

[REDACTED]

[REDACTED]



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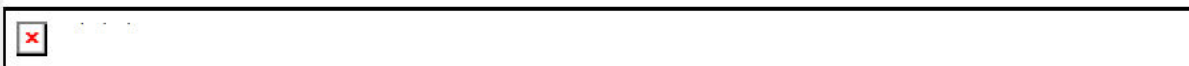
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Sent: 08 November 2019 13:41
To: [REDACTED]
Subject: Your November newsletter from Stonewall

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Dear [REDACTED]

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



Play your part in our Rainbow Laces campaign

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

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

it's walking or running to work, swimming or cycling in their personal time, or doing a dance class with colleagues during a lunch break – get your network on board!

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

Sign up to Come Out Active today

Order rainbow laces for your staff



Read our new monitoring guides

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

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

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



Save the date for our Equality Dinner 2020

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

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

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

Find out more about our Equality Dinner

Coming up

20 November

Trans Day of Remembrance

Nationwide

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

[Find out more](#)

8 December

Pan Pride Day

Nationwide

A day to celebrate pan identities.

22 November — 22 December

Disability History Month

Nationwide

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

[Find out more](#)

Don't forget...

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

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

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

Very best wishes,

[Redacted signature]

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: [REDACTED]
Sent: 17 October 2019 10:00
To: [REDACTED]
Subject: Your October newsletter from Stonewall

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Dear [REDACTED]

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



Our LGBT Leadership programme is returning this Autumn!

Our flagship empowerment programme will be returning on 13 – 15 November 2019, in a brand new venue in Croydon. This is a unique opportunity for LGBT professionals to explore what it means to be an authentic leader. This CPD-accredited, intensive, two-day residential will offer a selected group of senior leaders from across the country the opportunity to:

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

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

[Apply now](#)



Celebrate your Black LGBT employees this Black History Month

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

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

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



Don't miss our Scotland Workplace Conference

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

This year's CPD-accredited conference will take place in Central Edinburgh on Friday 29

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

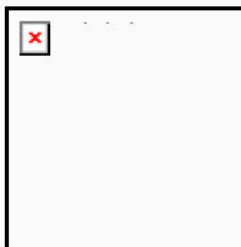
'This was my first conference and it actually exceeded my expectations. Speakers were fantastic. I came away feeling educated and empowered to make change. The chance to come together with such a diverse mix of people and organisations was invaluable. The ability to interact with the speakers at each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

DELEGATE, 2018

Find out more

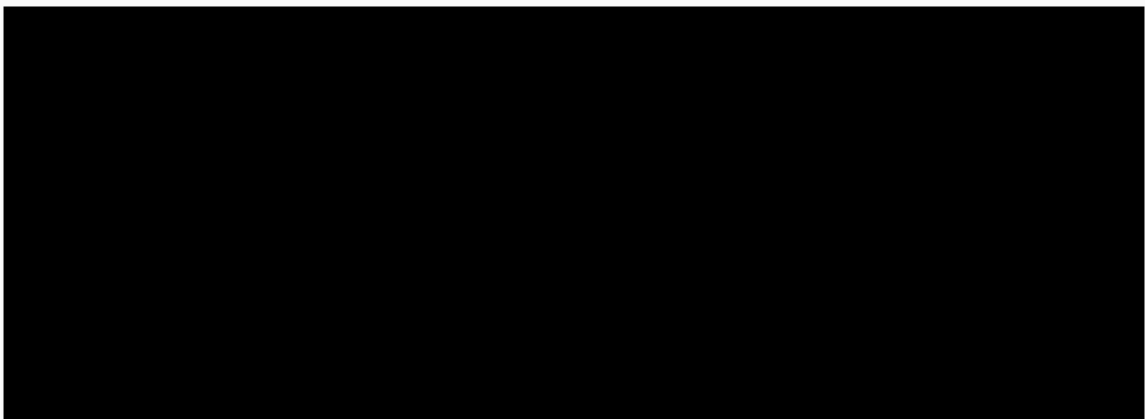
Book now

Spotlight on: Hertfordshire Constabulary



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

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



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



Play your part in our Rainbow Laces campaign

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

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



Share our Staff Feedback Questionnaire

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

[Contact us](#)

21 October

Stand Up Sessions

London

The UK's best LBT comedians all on in one night? In the same place? For only £18?

You're having a laugh. Well you will be if you join us for our Stand Up Sessions!

[Find out more](#)

20 November

Trans Day of Remembrance

Nationwide

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

[Find out more](#)

8 December

Pan Pride Day

Nationwide

A day to celebrate pan identities

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Very best wishes,

[Redacted signature]


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From: [REDACTED]
Sent: 10 September 2019 11:26
To: [REDACTED]
Subject: Your September newsletter from Stonewall

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Hi [REDACTED]

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



Celebrate Bi Visibility Day this 23 September

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

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

[Read our last Bi Visibility Day blog post](#)

[Find out about our Bi Inclusive Workplace of the Year 2019](#)


[Read about our Bi Role Model of the Year 2019](#)

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

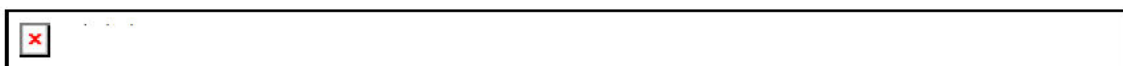


Don't forget to take part in our Workplace Equality Index staff survey

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

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

[Access the 2020 staff survey](#)



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

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

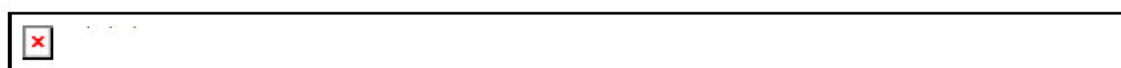
Stonewall's workplace conferences are the UK's leading events on LGBT equality and inclusion. Our CPD-accredited Manchester conference on 27 September 2019 is a unique opportunity to learn and share ways to advance LGBT inclusion in the workplace.

Don't miss out on the chance to:

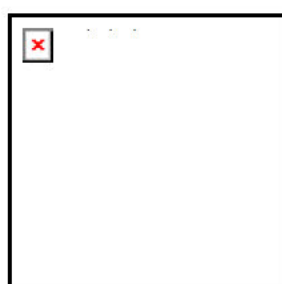
- **Learn best practice** on workplace inclusion in our 12 CPD-accredited interactive breakout sessions led by Stonewall experts and featuring leading organisations. View the programme [here](#).
- **Expand your network** amongst over 300 professionals from the UK's leading employers, including senior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

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

Book now

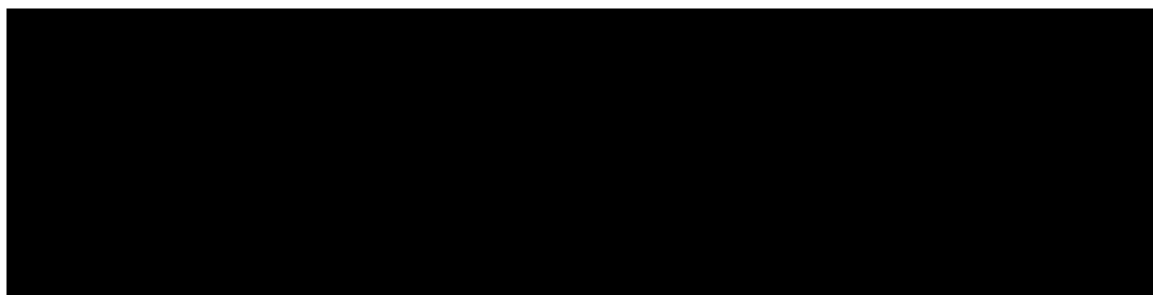


What our Diversity Champions are up to



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

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



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



Stand Up Sessions: Get your networks on board

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

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

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

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

[Book your place here](#)



Rainbow Laces 2019: Save the date!

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

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



Coming up

19 September

Role Models Programme

Birmingham

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

[Find out more](#)

27 September

Manchester Workplace Conference

Manchester

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

[Find out more](#)

13 - 15 November

Leadership Programme

London

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

[Find out more](#)

29 November

Scotland Workplace Conference

Edinburgh

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

[Find out more](#)

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