From: Sent: 09 December 2020 11:19 To: Subject: Your December newsletter from Stonewall CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe. View this email in your browser View this email in your browser 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

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 disable 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,

Assistant Director of Workplace

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

Sent: <u>17 September 2020 13:50</u>

To:

Subject: Your September newsletter from Stonewall

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Welcome to your September newsletter from Stonewall!

In this edition, you'll find out about:

- Registering for your free Workplace Equality Index criteria consultancy session
- · Booking one of our new digital workshops
- Celebrating Bi Visibility Day

Register for your WEI criteria consultancy session

Expressions of interest are now open for Workplace Equality Index criteria consultancy sessions and close on 2 October.

Ahead of your session, you'll provide details of your work so far against three Index areas of your choice. A member of the Stonewall team will then review this work and support you to understand how it can be improved ahead of submissions opening again next year.

As part of the <u>Workplace Equality Index support series</u>, the sessions are included in your Diversity Champions membership. <u>This video</u> guides you through how to register your interest on Stonewall Submit.

Please note: if you haven't entered the Workplace Equality Index before, you may need to create a new account.

Express your interest now

Digital training launch

Looking to engage staff with training opportunities? We now offer bite-sized, 90-minute digital workshops on LGBT inclusion. Book your spot on our upcoming Open Digital Workshops or book them in-house for up to 50 of your staff.

Upcoming dates:

- 29 October 2020: Being a Better Ally to LGBT People of Colour
- 18 November 2020: First Steps to Trans Inclusion
- 3 February 2021: Introduction to LGBT Allyship

Coming up

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.

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

Find out about our Bi Inclusive Workplace of the Year 2020

Find out about our Bi Role Model of the Year 2020

October 10-17 October

Black History Month National Hate Crime Awareness Week

11 October 25-31 October

National Coming Out Day

Asexual Awareness Week

Thank you and best wishes,

Stonewall

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For details on how we use, manage and protect your information, please visit our website.

Registered Company No. 02412299 | Charity Number 1101255



From:

Sent: <u>13 November 2020 10:00</u>

To:

Subject: Your November newsletter from Stonewall

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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!

x

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

for more details.

18 November

3 February

First Steps to Trans Inclusion: Digital

Introduction to LGBT Allyship: Digital

Workshop

Workshop

ZOOM

ZOOM Book here

Book here

x . . .

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 Mz Kimberley, followed by several guest speakers including Aquila Hope. 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



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 <u>challenging for the LGBT</u> <u>community</u>.

You can expect:

A welcome address from Stonewall's new CEO,

- Celebrity hosts
- · Exclusive performances, ending with a set by Gok Wan!

Wednesday 2 December 2020

7.30 pm start

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

Register for your free place by emailing

Contact us to book your free space

×

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

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,

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: Sent:

07 May 2020 12:18

To:

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Subject: Your May newsletter from Stonewall

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Dear colleague,

I hope that you, your colleagues, and your loved ones remain safe.

We're all facing new demands on our time, energy and resilience. We know that many of you are responding to some of the biggest challenges you've faced at work. But we also know that you share our commitment to ensuring that progress towards LGBT equality is not lost in times of change.

For the past two months we've listened carefully to understand what you need. We're now pleased to share an update on how we're adapting our work to continue to support your organisation's progress towards LGBT equality.

Direct support

As you adapt to new challenges and ways of working our Client Account Management team is still here to support you.

We know that this crisis is affecting your employees in many ways. Marginalised communities, including your LGBT employees and service users, may be among those hit the hardest.

The Stonewall team are gathering <u>insights</u> to support you. Please don't hesitate to reach out directly and use the experience and expertise of our staff to help you through these challenges.

Conference, training and resources

Our commitment to ensuring the safety of our staff, partners and community remains.

Although we can't deliver our services face to face right now, we're working hard to adapt and continue to provide you with high quality support digitally.

Thank you for your patience while we work to get this right. Over the coming month we're excited to be launching:

- Plans to deliver this year's Workplace Conferences
- · A selection of new online workshops
- An online resource hub to support you through this crisis

Workplace Equality Index 2021

Our 2020 Workplace Equality Index was our biggest to date. More employers than ever progressed and celebrated their work to champion equality.

We've heard from some Diversity Champions that continuing the 2021 Workplace Equality Index in line with its usual schedule may present challenges and barriers.

In response to this feedback, we're reviewing how the next Index can best serve the needs of individuals, communities and employers without losing the momentum we've worked so hard to build together.

We will continue to assess the situation and will update you on our plans, including the launch date of our new criteria, as soon as possible. We appreciate your patience and understanding as we do this.

Visibility, communication and celebration

As we physically distance ourselves from each other, bringing our community together is more vital than ever. There are some important dates on the horizon to do just that:

17 May June

International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

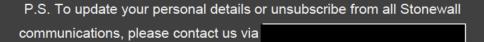
Pride Month

24 May Pan Visibility Day

14 June Non-Binary People's Day

Our Client Account Management team can help you adapt and make the most of your plans to mark these events. Look out for updates soon.

Thank you and best wishes,



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From: Sent:

05 March 2020 10:05

To:

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 <u>iOS</u> and <u>Android</u> 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 acess 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

<u>Contact us</u> about our initiative about our initiative to support LGBT people to join the boards of sport organisations regarless of sport experience.

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!

<u>The Equality Dinner</u>, kindly supported by Aviva, will be hosted by comedy legends Suzi Ruffell and Tom Allen – 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

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**.

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 transinclusive 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 <u>Trans Allies programme</u> 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 17 May

Trans Day of Visibility International Day Against Homophobia,

Biphobia and Transphobia (IDAHoBiT)

26 April 24 May

Lesbian Visibility Day 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,

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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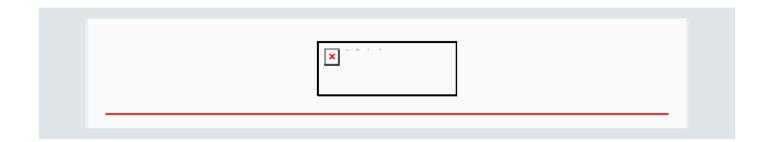


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From:

Sent: 09 January 2020 14:01

To:

Subject: Your January newsletter from Stonewall

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Welcome to your January newsletter from Stonewall! We wish you a happy start of 2020, and for the occasion, we bring you a new and improved newsletter. You'll be able to find out about how to engage your staff in LGBT inclusion, find upcoming events and keep up with the LGBT inclusion world better than ever.

In this edition, you'll find out about:

- Our Regional Awards and other top ways to involve your staff in LGBT inclusion
- London Workplace Conference and other upcoming Stonewall events
- LGBT History Month and other key upcoming dates in the LGBT inclusion world

Top ways to involve your staff in LGBT inclusion

Celebrate your achievements and share best practie at your Regional Awards 2020

Come and join us in celebrating the achievements of top organisations across England at one of our Workplace Equality Index Regional Awards events. These free events, kindly hosted and supported by some of our Diversity Champion organisations, will recognise the outstanding work that organisations and individuals in these regions have done for LGBT inclusion. Attending one of these events will give you the opportunity to:

- Celebrate your staff's outstanding work and the work of other regional organisations
- . Learn best practice with a workshop about inclusion for BAME LGBT people
- · Connect and network with other leading organisations in your region

You or one of your colleagues may even receive one of our regional awards, including 'Role Model of the Year' and 'Top Performing Employer in the Region'. Book your space now for our events in the North West, the South East, the Midlands, Yorkshire and the South West.

Please note that there is a maximum number of tickets available to book per organization, and tickets bookings will only be available until one week prior to each event.

Contact us for more information

×

Make a new year's resolution with your network members

Sign up for one of our challenge events

×

Take 10 minutes to stand up for trans equality in Scotland

Read our guide or attend our webinar to find out how

Spread the word: our upcoming events

×

Book London Workplace Conference spaces for your staff

Tickets are available for our London Workplace Conference on 3 April 2020, Europe's leading event on LGBT inclusion, and the programme is now live here!

Diversity Champions like you can access <u>discounted tickets</u>, including on tickets for our <u>Global Streaming Service</u>.

Our largest Workplace Conference offers you a chance to:

- Learn best practice in 24 CPD-accredited sessions led by inclusion experts, helping you to create practical action plans.
- Expand your network among 1,000 professionals from other leading organisations.
- Be inspired by speakers and delegates from a range of leading organisations who'll give you innovative ways to bring this work to life.

With each Global Streaming ticket staff across your global operations will be able to watch the opening and closing sessions and access the global stream of content either live or recorded. For a limited period, you can purchase these tickets for less than £50.

Book your space now

Launch of the 2020 Top 100 30 January

The new list is almost here! <u>View last</u> year's results

Equality Dinner 2020 6 May London

Reward your staff with an evening of celebrations!

Trans Allies Programme

. Birmingham

28 April

Find out more

Trans Allies Programme Role Models Programme

25 June

Find out more

Keep up with the LGBT inclusion world

x . . .

How will you celebrate LGBT History Month this february?

Across UK, organisations of all sectors will celebrate LGBT employees, LGBT service users, and their history for LGBT History Month.

This is a great occasion for you to take part in that conversation and reiterate your support for LGBT equality, and engage all staff with your LGBT inclusion work.

- Host an event celebrating LGBT History whether that's a panel discussion or fundraising for an LGBT community group. <u>Use our Equali-tea event toolkit for</u> support.
- Internally profile LGBT role models from your organisation or sector. Our <u>Workplace Stories</u> also provide you with role model profiles to share online or as posters.
- Publicly reaffirm that your organisation has a zero-tolerance approach to homophobia, biphobio and transphobia.
- Encourage your senior leaders to publicly stand up for LGBT inclusion. Get support on how to do this by reading our new <u>senior champion guides</u>

Find out more about LGBT History Month

LBT Wome's Health Week Trans Day of Visibility
12–18 March 31 march
Nationwide Global

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.

Find out more

Very best wishes,

Find out more

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From:

Sent: <u>06 February</u> 2020 10:00

To:

Subject: Your February Diversity Champions Newsletter from Stonewall

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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

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 lanched in April.

×					

Diversify your workforce with our Proud Employers website

×

Empower your staff to step up as Allies or Role Models

Find out more

Find out more

Spread the word: our upcoming events



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

<u>Stonewall's London Workplace Conference</u> 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 <u>21 CPD-accredited</u>
 <u>sessions</u> 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 28 April

Allies Programme Trans Allies Programme

London London

Find out more Find out more

24 April 6 May

Network Group Masterclass Equality Dinner

Glasgow London

Find out more Find out more

For more upcoming events, visit our **Diversity Champions calendar**.

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

Find out 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,

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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