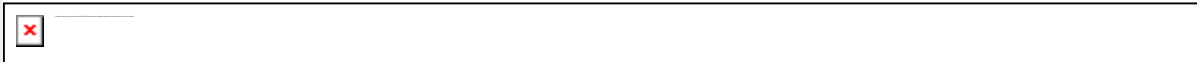


**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 30 January 2020 14:29  
**To:** Phil Rhodes  
**Subject:** Top 100 Employers 2020

**Categories:** Red Category

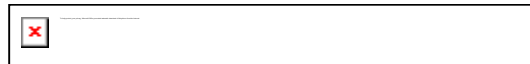
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Today we're delighted to be announcing the Stonewall Top 100 Employers 2020.

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.

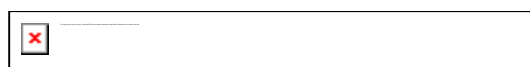


[Read the report](#)

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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,

**Mark Kember**

Director of Membership Operations

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**From:** Stonewal <xxxxxxxxxxx@xxxxxxxxx.xxx.xx>  
**Sent:** 09 April 2020 09:59  
**To:** Phil Rhodes  
**Subject:** External: COVID-19: How we can continue to support you

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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,

Mark Kember

**Director**

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## Jonathan Vali

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**From:** Memberships <xxxxxxxxxxx@xxxxxxxxxx.xxx.xx>  
**Sent:** 15 July 2020 16:37  
**Subject:** External: Thanks for joining!  
**Attachments:** housing sector q&a wei notes.pdf; Staff Feedback Questionnaire 2020 - Housing.pdf; WEI Support Series Q&A - Housing Client Version.pptx

Good afternoon,

Thank you for attending yesterday's Workplace Equality Index Support Series session for the Housing sector. Please find attached the resources shared by Cake during the session.

We hope you found this Q&A session helpful, and please do feel free to ask if you have any further questions.

Kind regards

Kerry

**Kerry Manning**

**Pronouns:** [she/her](#)

**Memberships Projects Officer**






The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

\*\*\*\*\*

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**From:** Stonewall <memberships@stonewall.org.uk>  
**Sent:** 09 February 2021 10:59  
**To:** Phil Rhodes  
**Subject:** External: Learn to overcome common LGBT inclusion challenges

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Dear colleague,

Over the past year, we've had the unique opportunity of introducing you to the new Workplace Equality Index criteria through the [WEI support series](#).

## **Learn to overcome common LGBT inclusion challenges**

We've really enjoyed meeting with you for the first two parts of the series – at the introductory webinars and during your criteria consultancy sessions.

Today I'm writing to let you know that bookings are now open for the third and final part of the series – the common challenge webinars.

**Book your place now**

These 40-minute webinars will bring together key challenges and areas for improvement that employers have identified in parts one and two of the series.

## **Eight short sessions running between 24 February and 1 April**

Over eight sessions, the team will break down the WEI requirements of each area and explore what best practice looks like. Spaces are limited and bookings will close 48 hours before each session. You are welcome to attend multiple sessions.

We look forward to seeing you there.

Very best wishes,

Kate Williams (she/her)

**Assistant Director of Workplace**





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## Jonathan Vali

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**From:** Ruby Kwong <xxxx.xxxxx@xxxxxxxxxx.xxx.xx>  
**Sent:** 15 February 2021 10:21  
**To:** Ruby Kwong  
**Subject:** External: Stonewall-related FOIs

Hi all,

I hope you had a lovely weekend. I'm just getting in touch with a quick update.

We've been made aware that many of the public bodies we work with have received Freedom of Information requests relating to their work with us. Should you receive a request, please know that we're on hand to provide advice and support where possible. I'm more than happy to talk through FOIs by email, phone or Teams.

Best wishes,

Ruby

Ruby Kwong

Client Account Manager | Public Sector

[Pronouns:](#) *they/them*

\*\*\*\*\*






The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

\*\*\*\*\*

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