

STONEWALL WORKSHOPS



Stonewall Workshops

Empowered individuals build workplaces, services and communities where everyone can achieve their potential.

Stonewall workshops give delegates an opportunity to learn the latest best practice. They're built using the expertise we've gained from working with over 900 leading employers in the UK and around the world.

We take an empowerment approach to all our learning sessions, the highly interactive workshops blend knowledge sharing and practical exercises to suit various learning styles. We hold the firm belief that individuals create more inclusive cultures through delegates sharing their experiences and ideas, so everyone leaves with practical ways to make a difference in their role.

Our selection of introductory workshops will help you build strong organisational foundations. They provide a valuable opportunity to engage and educate all staff. For those leading on LGBT inclusion, they'll provide the practical insights to develop an action plan that works.

Our advanced workshops provide a deep dive on specific topics. Some sessions, including those on LGBT mental health, will further educate your staff. Whereas others provide a framework for teams to learn and plan around specific topics such as service delivery or supporting colleagues.

Stonewall Workshops

Introductory Workshops

Ideal first steps on your journey to LGBT inclusion or a great way to engage the wider organisation.

First steps to LGBT inclusion

Session aims:

- Learn more about the impact of LGBT inclusion in the workplace
- Understand practical steps an organisation can take to be more inclusive of LGBT people
- Discuss how to apply this in the context of your organisation

Perfect for: Those working more closely on LGBT inclusion, e.g. HR and D&I professionals, senior champions, newer LGBT network groups

First steps to Trans inclusion

Session aims:

- Learn more about trans identities, terminology and experiences in order to confidently articulate the need for trans inclusion
- Understand more about practical ways to create a workplace where all trans people can achieve their potential
- Consider how you could step up to be a better ally to trans people at work

Perfect for: All staff, network groups struggling to engage trans people, HR and D&I teams. Ideal way to launch transitioning at work policies

Stonewall Workshops

Introductory Workshops

Ideal first steps on your journey to LGBT inclusion or a great way to engage the wider organisation.

Introduction to allyship

Session Aims:

- Develop an understanding of LGBT identities and experiences in order to confidently advocate for more inclusive workplaces
- Understand why LGBT inclusion at work is important and the benefits of creating a more inclusive culture on individuals and organisations
- Explore the meaning of the term ally and identify first steps that they might take to be a more active and visible ally

Perfect for: All staff to learn about their role in creating a more inclusive organisation

Championing LGBT inclusion as a senior leader

Session Aims:

- Develop an understanding of LGBT identities and experiences in order to confidently advocate for more inclusive workplaces
- Understand the role senior leaders play in creating inclusive environments
- Discuss how you as a leadership team can take practical action to make your organisation more inclusive

Perfect for: Senior leaders, senior champions and leadership teams

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Advanced Workshops

Excellent ways to develop your inclusion teams or to further educate the wider staff team

Delivering LGBT-inclusive services

Session Aims:

- Understand how to collect and monitor data around the experiences and needs of LGBT service users
- Learn more about common barriers preventing LGBT people from engaging with services
- Discuss how to embed LGBT inclusion in your service delivery and ensure your services remain responsive to the communities they're serving

Perfect for: HR and D&I teams or those who lead service delivery teams or design services

Procurement: Embedding LGBT inclusion in your supply chain

Session Aims:

- Understand the business benefits of ensuring your suppliers are LGBT-inclusive
- Explore how to embed LGBT inclusion in the procurement process and support suppliers to improve their workplaces and services
- Learn more about how to train your procurement teams and provide them with the practical resources to ensure consistently high standards among suppliers

Perfect for: HR and D&I teams, office managers, procurement teams

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Advanced Workshops

Excellent ways to develop your inclusion teams or to further educate the wider staff team

Being a better ally to LGBT People of Colour

Session aims:

- Understand more about the experiences of LGBT People of Colour in the workplace and in everyday life
- Discuss intersectionality and privilege, what they mean in practice and how they impact on people's experiences at work
- Develop ideas to step up as an ally to LGBT People of Colour and ensure your work is inclusive

Perfect for: All staff, especially useful for LGBT network groups – excellent opportunity to collaborate with BAME network groups

LGBT + Mental Health: Supporting your colleagues

Session aims:

- Understand more about LGBT people's experiences of mental health and wellbeing
- Discuss the barriers that prevent conversations and work on mental health being inclusive of LGBT people
- Explore practical ways to reflect and support LGBT people's experiences in your mental health work

Perfect for: All staff, especially useful for those working on mental health initiatives as well as for LGBT network groups

Delivery

Delivery can be flexible, ahead of each session we'll hold a call with the organisation to learn more about their needs and agree delivery details.

Digital Delivery

Sessions can be delivered online by a trained Stonewall facilitator.

Sessions are usually delivered on Zoom for up to 50 staff members*

Some sessions use other tools such as Mural and Sli.do to engage participants – we can be flexible on the platforms we use and will work with you to deliver in a way that mirrors your systems where possible and works for your staff.

In Person Delivery

Sessions are delivered at your organisation, or a venue you procure for up to 50 members of staff.*

Stonewall will provide a trained facilitator for the session, all we'll need is access to a projector.

*except for '**Championing LGBT inclusion as a senior leader**' which has a maximum of 12 attendees

Costs

(excluding VAT)

Discounts can be given for block bookings, to find out more and book please email: empowerment@stonewall.org.uk

Digital Delivery

Public Sector members: £550

Private Sector members: £750

Non-members: £900

In Person Delivery

Public Sector members: £650

Private Sector members: £950

Non-members: £1000

Charity discount rate available – please contact us for further information

Bespoke Sessions

The empowerment team can design and deliver bespoke workshops based on your organisational priorities.

Examples of other sessions include:

- Understanding privilege and power in leadership
- 'Coming out' at work
- Ensuring your network group is bi-inclusive
- Equality for LBT women at work
- Equality at University: Creating an inclusive students union

If you'd like to talk more about your needs, please email empowerment@stonewall.org.uk and we'll set up a call.