

Emails between Stonewall and Ofsted 2019/20

From: Memberships <memberships@stonewall.org.uk>

Sent: 06 August 2019 10:33

Subject: Stonewall Webinar - Maximising your LGBT Network - JOIN LIVE

Good morning,

Thank you for registering for Stonewall's webinar on how to Maximise your LGBT Network, kindly hosted by ITN Productions.

Join us live here: <https://www.youtube.com/watch?v=qLkpVcAj2f4>

The webinar will begin at 11am.

To ask live questions during the sessions:

Go to [slido.com](https://www.slido.com)

Enter the event code [...]

The webinar will be available to watch after the session.

Kind regards

[...]

Membership Projects Officer

From: [...] <>

Sent: 10 January 2020 12:33

To: [...] <[...]>

Subject: WEI Benchmarking session

Hi [...],

Just to confirm we no longer need to push our meeting back so are able to start our benchmarking session as planned at 10:30 on 22 January.

Kind Regards

[...]

HR Officer| HR Strategy

2 Rivergate

From: [...] <[...]>

Sent: 20 January 2020 09:42

To: [...] <>

Subject: RE: WEI Benchmarking session

Hi [...],

I hope you had a good weekend?

I will be sending through your full feedback report later today in advance of our meeting on Wednesday. Could you please send through the full address and rooms details?

If it's okay with you, there will be two other members of Stonewall staff joining to shadow the meeting: [...], Policy Officer, and [...], Senior Memberships Programmes Manager.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...] <>

Sent: 20 January 2020 13:33

To: [...] <[...]>

Subject: RE: WEI Benchmarking session

Hi [...],

Yes of course the address is:

Clive House, 70 Petty France, Westminster, London, SW1H 9EX
The room is room 405, it holds 6 people and we should have some attendees dialling in.
Yes that should be fine thanks for flagging. I will be meeting the three of you at reception.
Kind Regards
[...]
HR Officer| HR Strategy
2 Rivergate

From: [...]
Sent: 20 January 2020 16:29
To: [...] <>
Subject: RE: WEI Benchmarking session

Thanks for this [...],
Ahead of your benchmarking meeting on Wednesday, I'm pleased to send you some information that will be useful for this meeting.

Stonewall's Workplace Equality Index is the leading benchmarking tool for measuring your progress on LGBT inclusion against current best practice. In this meeting we will deliver detailed feedback on your organisation's work as evidenced in your submission and recognise areas of best practice and identify areas for development to progress in the year ahead.

I attach the feedback report we will be discussing. Please circulate to those joining the meeting, and I recommend bringing printed copies to the meeting, or having it on a screen. (Please note, your SFQ results will be sent separately)

A few things to note:

- The session will take two hours.
- We will go into more detail than is contained within the report, focusing on areas of development in your work and actions for the future.
- At the end of the report you will find a section called 'Priorities for the year ahead' which you can complete before or after the meeting.
- I will follow up with some agreed actions, but I encourage you take more detailed notes.

The agenda will be as follows:

- Introductions and meeting overview
- Overview of client report – section overview, rank, score, sector rank, averages, Bi Inclusion score, Trans Inclusion score
- Section by section analysis – highlights and areas for improvement
- Action planning and questions

*NB The purpose of these engagements is to ensure that your organisation and people benefit from our expertise and support in furthering LGBT inclusion. On very rare occasions a constructive environment for discussion and learning can deteriorate due to inappropriate or offensive behaviour and misunderstandings can occur. In order to ensure that we maintain a productive working environment our staff will attempt to redirect the meeting but they reserve the right to conclude or

terminate a meeting if they deem that the environment has become unworkable, as outlined in our Code of Conduct which is attached for your reference.

I look forward to meeting with you all on Wednesday.

In the meantime, if you have any questions please just let me know.

Best wishes,
[...]

Client Account Manager – Public Sector

From: [...]
Sent: 20 January 2020 18:31
To: [...] <>
Subject: RE: WEI Benchmarking session
Hello [...],
Please also see your Staff Feedback Questionnaire Report.
Best wishes,
[...]

Client Account Manager – Public Sector

From: Stonewall <conference@stonewall.org.uk>
Sent: 23 January 2020 14:19
To: [...]
Subject: Create an LGBT inclusion action plan for 2020

[View this email in your browser](#)



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.

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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From: [...]

Sent: 03 February 2020 11:48

To: empowerment@stonewall.org.uk

Subject: Inclusive Leadership

Hi

I just wanted to confirm the costs for the Inclusive Leadership programme. It would be great to know how much it would cost for a Public Sector Diversity Champion to either:

- Secure 1 place on the upcoming open programme
- Book an in-house programme

Kind Regards

[...]

HR Officer| HR Strategy
2 Rivergate

From: [...]

Sent: 04 February 2020 17:00

To: [...]

Cc: [...] <[...]>; Stonewall Empowerment <Empowerment@stonewall.org.uk>

Subject: RE: Inclusive Leadership

Hi [...],

Hope you are well, thank you for your interest in our inclusive leadership programme!

We will be delivering the programme from May 2020, and we're currently offering a lower rate for delivery of £22,250 for organisations that would be interested in coming on board as a launch partner. It would be great to talk to you more about the launch partner process for our inclusive leadership programme as it can be done as a cluster with other organisations too and it would be great to have Ofsted on board, showing commitment in your sector. I have time for a call on Friday 6th if you'd like to discuss further?

We will also be running this programme as an open programme towards the end of this year. For the open programme there is an application process, but for a successful applicant the cost is £1595 + VAT for diversity champions

I know you completed the WEI this time around, so I'm just CCing [...] as your CAM so he's aware too!

Thanks so much,

[...]

[...]

Head of Empowerment Programmes | Stonewall

From: [...]

Sent: 05 February 2020 10:39

To: [...] [...]

Cc: [...] <[...]>; Stonewall Empowerment <Empowerment@stonewall.org.uk>

Subject: RE: Inclusive Leadership

Hi [...],

Thanks for sharing these details with me.

[...] – I'll get in touch if this progresses any further.

Kind Regards

[...]

HR Officer | HR Strategy

2 Rivergate

From: Stonewall <memberships@stonewall.org.uk>

Sent: 06 February 2020 10:00

To: [...]

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

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](#)

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](#)

28 April
Trans Allies Programme
London
[Find out more](#)

24 April

Network Group Masterclass

Glasgow

[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 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](#)

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,

[...]

Director of Membership Operations

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: 10 February 2020 09:56

To: [...]

Subject: RE: WEI Benchmarking session

Hello [...],

I'm afraid the Staff Feedback Questionnaire Report I sent the other week contained one data error – please accept our sincere apologies for this.

This resulted in incorrect figures under the 'Disclosure of LGBT identities' section (the bottom row of Clients, Customers and Service Users). Please find your corrected report attached and a screenshot of the correct figures below.

Apologies again for this error – please do let me know if you have any questions.

Disclosure of LGBT identities

Lesbian & gay, bi, and trans respondents were asked if they feel comfortable to disclose their sexual orientation and/or gender identity at work. Respondents were asked to specify if they felt comfortable talking to colleagues (in general), to managers or senior managers, and to customer, clients or service users.

I feel comfortable to disclose my identity to all ...	Ofsted	All entrants	London entrants	Government sector entrants
Colleagues	72%	50%	52%	46%
Managers	31%	31%	33%	27%
CCSUs	31%	26%	29%	22%

[...]

Client Account Manager – Public Sector

From: webportal@stonewall.org.uk <webportal@stonewall.org.uk>

Sent: 17 February 2020 10:21

To: [...]

Subject: Your event booking!

Event Name: Stonewall Workplace Conference London - 2020

Event Dates: Friday, 03 April 2020, 10:00 - 17:00

Event Location:

Booking Reference: W0777249

Total Booking Cost: £370.80

Attendees:

Attendee 1: Member (public & third) - Early Bird - £370.80

[...]

Dietary requirements: gluten free

Special requirements:

VAT Breakdown - date as per email: Your invoice will follow shortly.

Payment Type: Invoice

Contact Details:

[...]

Ofsted

2 Rivergate

Temple Quay

Bristol

BS1 6EH

email:

Telephone (day): [...]

Stonewall Equality Ltd. 192 St John Street, London, EC1V 4JY

VAT reg. no. GB 862 9064 05

Charity no. 1101255

From: Stonewall <conference@stonewall.org.uk>

Sent: 18 February 2020 14:00

To: [...]

Subject: Continue the momentum beyond LGBT history month



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:

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.

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:



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

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.



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[...]

From: Stonewall <noreply@eventscase.com>

Sent: 03 March 2020 09:40

To: [...]

Subject: London Workplace Conference 2020: Confirmation of registration



Dear [...],

Thank you for registering on the event portal for the Stonewall London Workplace Conference 2019.

[Reenter portal](#)

What to do next

To see what workshops you've registered onto, build your schedule with networking meetings, click the button below. You can update your registration information and amend workshops at any time until midday on 1 April

[Personal Agenda & Day Planner](#)

Alongside our digital portal, for the first time we will also have an **app** that you need to download before the day of conference. You can use this to do all the things you would do on the website. Download the app to ensure you can fully engage with the day. **To use the app you will need to input your login information, found in the your initial invitation email.**

[Click for IOS or Android](#)

To change your password & update your profile, click the button below

[Update](#)

If you have any other questions about the conference then check out our FAQs page or contact us via email on conference@stonewall.org.uk or phone +44 (0) 20 7593 1850.

Kind regards,

Stonewall



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London EC1V 4JY

Email us to [update your contact preferences](#)

From: Stonewall <memberships@stonewall.org.uk>

Sent: 05 March 2020 10:05

To: [...]

Subject: Your March newsletter from Stonewall

[View this email in your browser](#)



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.

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 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

Tom.Tyldesley@stonewall.org.uk or call 07511 166658.

[Read more about the Equality Dinner](#)

24 April
Allies Programme
London

[Find out more](#)

28 April
Trans Allies Programme
London

[Find out more](#)

24 April
Network Group Masterclass
Glasgow

[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 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

17 May

**International Day Against Homophobia,
Biphobia and Transphobia (IDAHoBiT)**

26 April

Lesbian Visibility Day

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,

[...]

Director of Membership Operations

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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[...]

Client Account Manager – Public Sector

From: Stonewall <noreply@eventscase.com>

Sent: 24 March 2020 15:31

To: [...]

Subject: Stonewall London Workplace Conference 2020 – Important Update



Dear [...],

For the past weeks, we've been closely monitoring advice on coronavirus and adapting our plans accordingly. We've faced some challenges beyond our control, which have prevented

us from communicating with you sooner and we're sorry for any inconvenience that has caused.

The safety and well-being of all attendees is always our priority. We also recognise our shared responsibility to engage in social distancing. It is for these reasons that we will be unable to hold the London Workplace Conference on 3rd April at the QEII Centre as planned.

We know you'll share our disappointment at this news. By choosing to attend our events you're playing a crucial role in advancing LGBT inclusion in your workplace and community. We need this work now more than ever and Stonewall will continue to support you. As a charity the income we generate through events like this helps to support our organisation's vital work with the LGBT community, which we can't do without you.

We are working hard to offer you an alternative and are asking for your patience while we develop our plans. We want to get this right and that takes time, but we will be in touch as soon as we can to share more information. For now, we want to let you know that we won't be going ahead on 3rd April.

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

Best wishes
The Stonewall Team



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Stonewall

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London EC1V 4JY

Email us to update your contact preferences.

From: [...] <[...]>

Sent: 25 March 2020 13:00

To: [...]

Subject: Support for LGBT employees

Hello [...],

I hope that you and all at your organisation are doing well and managing through the uncertainty that we are all experiencing presently.

If you are looking for ways to support your LGBT employees and service users during this difficult time, I have some suggestions and ideas that you might find helpful.

Please feel free to share any ideas and resources from here that you think would be useful, and you can also take a look at [Stonewall's website](#) for information too.

Network Group Support

If your LGBT Network Group have an existing online forum, it could be worth suggesting that they organise a form of virtual support and communicate this to the staff. This could be in the form of an ongoing open chat on your intranet/Skype/Microsoft Teams/etc., regular email updates, a focussed email address for staff to contact if they need additional support, set times each day for anyone to reach out for a chat or support, etc.

If there were any face-to-face meetings or events planned over this time that can no longer happen in person, it may be useful to still hold these meetings/events through video/online setups where possible to keep a sense of consistency and continuity in these otherwise potentially unstable times.

For more advice on fostering an online community for your network group, you can find some practical tips in our [Finding your collective voice](#) guide.

External Mental Health Support

There are many organisations you can signpost to your staff for mental health support at this time.

For example:

- [LGBT Switchboard and Helpline](#) can be contacted for any reason, such as confidential support or just for someone to talk to when self-isolating.
- [Rethink are a Mental Health support organisation](#) have a phone line, email address and online communication service for anyone that needs advice or support, and they have some great informative resources online too.
- [Mind](#) is another mental health charity who have specific LGBT+ support services which [can be found here](#).
- [Mind Out](#) are an LGBT+ specific mental health service and they have an [online messaging service for urgent support](#), as well as an [open email for any advice or information](#).
- [Mental Health First Aid](#) has a new campaign [called My Whole Self](#) to support people in bringing their whole selves to work, they are now sharing support and information for those working from home.

Social Media Platforms

Whilst using social media might not be helpful to everyone at this time, here are some accounts we can recommend for those who'd like to get some advice about managing their time, physical and mental health while social distancing or self-isolating:

Instagram:

- [World Health Organisation](#)
- [voices4ldn](#)
- [hellomynameiswednesday](#)

Twitter:

- [Rainbow Mind](#)

- [Department of Health and Social Care](#)
- [Literary Hub](#)

Practical Tips for those Working From Home

- Ensure your work space is comfortable and allows for minimal distractions. Be sure that you are able to sit in a comfortable and supported position as you would in the office
- Start your day before your work day starts. If you usually commute to work use this now spare time to focus on yourself before. You could stretch, exercise, meditate, read, do anything that you find engaging and energising
- Eat a filling and nutritious breakfast (fill it up with vitamins and immune boosting goodness) and drink water throughout the day
- Plan your day, give yourself structure and targets to ensure productivity
- Make sure you take regular breaks away from your screen/work. Walk around the home, stretch, spend 15 minutes at a time doing something other than work. This could be writing, drawing, exercise, or anything that gives your mind a break but keeps you motivated
- Listen to podcasts or give yourself a separate project aside from work to avoid over-working or creating an environment where work becomes your key focus at home
- If you enjoy listening to music check out some concentration playlists on Spotify/Apple Music/SoundCloud etc. or listen to music that you find helps you focus whilst working
- Keep in regular contact with your colleagues where possible to stop yourself from feeling like you're the only one working and to ensure that everyone is up to date on what they need to know
- Eat a light but filling lunch, something to keep you going but not so filling that you want to nap afterwards; again try to eat something packed with vitamins that will keep your immune system in good shape
- When your work day is done find a way to clearly end it, whether you have a routine of putting your work resources and tools away somewhere specific, get changed into 'comfy' clothes, warm down, stretch, or anything else that works for you

This of course is not an exhaustive list of things that could help employees manage this uncertain time, but I hope that the resources and information highlighted are useful for some.

Please let me know if there is anything at all that I can further support you with at this time.

Take care and stay safe.

All the best,

[...]

Client Account Manager – Public Sector

From: Stonewall <noreply@eventscase.com>

Sent: 03 April 2020 13:27

To: [...]

Subject: Stonewall Workplace Conference - Exclusive content release



Dear [...],

Whether you're a HR professional, LGBT network member or a senior leader, we're all experiencing a shift in the way that we work.

Whilst we're unable to run our London Workplace Conference as planned today, we're still here to support you in advancing LGBT equality at work. Today we're excited to bring you brand new content and opportunities to network online.

Exclusive content release

Our amazing team and network of contributors have come together to focus their experience and expertise on the challenges we're all currently facing.

Their input means that today we're delighted to launch our new online hub with a range of exclusive content for conference delegates.

[Access content](#)

Virtual networking opportunities

Now more than ever it's important that we stay connected and share our ideas and resources. You can download the London Workplace Conference app to access virtual networking tools.

[Download for iOS](#)

[Download for Android](#)

We know that this content doesn't replace the event we've all been looking forward to. Our team are still working hard to find a viable alternative for you.

In the meantime, we hope that these resources prove useful as you navigate our changing landscape.

Thank you for your continued support for LGBT equality.

Best wishes,
The Stonewall team

P.S. If we don't have the contact details for your colleagues who would have attended, they might not be able to access the resources. Please drop us a line on conference@stonewall.org.uk and we'll be happy to sort this out.



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Our mailing address is:

Stonewall
188-192 St John Street
London EC1V 4JY
Email us to update your contact preferences.

From: [...] <>
Sent: 07 April 2020 13:34
To: [...] <[...]>
Subject: Workplace Equality Index 2021

Hi [...],

I hope you are well?

I just wanted to check in about the Workplace Equality Index given that we're at the start of the new three-yearly cycle. Can you advise when the new set of questions will be shared so that this can inform our action planning?

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[...]>
Sent: 07 April 2020 14:42
To: [...]
Subject: RE: Workplace Equality Index 2021

Hello [...],

Good to hear from you, I'm okay thank you. Hope you are well too?

We are currently continuing as planned, and the new criteria will be released later this month as planned. As I'm sure you can understand, there may be some slight delays due to current events – I don't have an exact date for you at this stage.

We're considering very carefully how we maintain our planned workstreams in the current circumstances and as soon as I have any new information I'll be in touch.
Do let me know if there is any further support I can help with at this stage.

Best wishes,

[...]

Client Account Manager – Public Sector

From: Stonewall <memberships@stonewall.org.uk>

Sent: 07 May 2020 12:18

To: [...]

Subject: Your May newsletter from Stonewall

[View this email in your browser](#)



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 [insights](#) 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

**International Day Against Homophobia,
Biphobia and Transphobia (IDAHOBIT)**

June

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,

[...]

Director of Membership Operations

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

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From: Stonewall <noreply@eventscale.com>
Sent: 12 May 2020 14:53
To: [...]
Subject: Update: Stonewall London Workplace Conference



Dear colleague,

The spread of COVID-19 has had a significant impact on us all. We're adapting to new challenges and ways of working. This includes the Stonewall Conference team and we're grateful for your patience.

Sadly, it doesn't look like we'll be able to safely gather together anytime soon. However, we know that you share our commitment to continuing work to create organisations that are inclusive of LGBT people.

In times of crisis more marginalised communities are often hit the hardest. This could include your LGBT staff, customers and service users, so your work is needed now more than ever. Stonewall are here to support you, which is why we're pleased to say that we'll be delivering the London Conference digitally this year.

To give you the best experience we've redesigned our content and integrated digital engagement tools. We're delighted to invite you to join our new digital learning series. Over the course of five weeks beginning on 16 June we'll be delivering innovative content to help you learn and share best practice.

What does the series involve?

You can view the [full programme](#) online, but here's a taster of week one:

Tuesday 16 June:

Digital workshop - Creating non-binary inclusive workplaces

Wednesday 17 June:

Resource release - Introduction to Stonewall's new Chief Executive

Thursday 18 June:

Knowledge sharing - How can we use training to embed LGBT inclusion?

Friday 19 June:

Coffee break - Celebrating pride remotely

Delivering the content online means you'll have access to even more best practice. You'll be able to view our content live, or recorded until September. Read more about the different kinds of content and how the event will work [on our website](#).

What do I need to do?

Right now, nothing at all. Your ticket will be automatically transferred to the digital learning series. You're already registered on the [event portal](#), which is where we'll host content. Before content starts you can use the event app on [Apple](#) or [Android](#) to connect with other delegates.

How can I engage my colleagues?

Now, more than ever, it's important that we're able to come together to support the LGBT community. However, we're all doing that in new and different ways. To recognise this change we're offering you an additional ticket to gift to someone in your organisation. All they'll need to do is complete this [short form](#). Don't forget, that as this is a development opportunity you can send this link to people on furlough.

Thank you for your continued support of Stonewall and the LGBT community. We're excited to welcome you to the event in June and please don't hesitate to [reach out](#) if there's anything we can do in the meantime.

Best wishes,

Sanjay Sood-Smith

Executive Director of Workplace and Community Programmes
Stonewall



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London EC1V 4JY

Email us to update your contact preferences

From: [...]
Sent: 13 May 2020 15:46
To: [...] <>
Subject: Stonewall updates and IDAHOBIT

Hello [...],

I hope you and your colleagues at Ofsted are doing well, I know how hard you will all be working in these extremely challenging circumstances.

Some great news in a difficult time - we are really excited to announce Nancy Kelley as our new CEO, and [you can read a brilliant interview with Nancy here!](#)

I also wanted to touch base to see how things were, and check that you've seen our recent newsletters and communications around the Workplace Equality Index and the London Workplace Conference? Look out for more information on our digital offering, I think it's really innovative and a great way to keep LGBT equality on the agenda during these difficult times. I'm looking forward to being involved in the content creation and delivery, and I hope employees at Ofsted will be able to join us too.

If you would like to discuss any of this further, or if you've got any questions please don't hesitate to get in touch.

I've also attached our graphic for International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT). Let me know if you would like any support with recognising this important day internally and externally, given the current context. Feel free to share ideas, and of course please do use our graphic.

The University of Manchester staff network put together a Zoom background (attached) for people to use and raise awareness. I thought this was a great idea, and if you use Zoom for meetings, you could do the same – perhaps to celebrate and raise awareness of Pride later in the summer.

We will also soon be launching our online hub of specific resources to support you and your LGBT employees and service users through this crisis. There will be lots of great support there!

Finally, I want to share [this online webinar discussion, 'how does Pride march on in 2020?'](#) - it looks great and I've signed up to attend. It's this Thursday (a bit last minute, apologies), and the panel includes Phyll Opoku-Gyimah (UK Black Pride Executive Director) and Jan Gooding (Stonewall trustee and previous Chair).

As ever, let me know if you have any questions or if there's anything I can support you with at the moment.

Best wishes,

[...]

Client Account Manager – Public Sector

From: Stonewall <memberships@stonewall.org.uk>
Sent: 28 May 2020 13:53

To: [...]

Subject: Workplace Equality Index 2021

[View this email in your browser](#)



Update: Workplace Equality Index 2021

Dear colleague

Earlier this month, we wrote to you about how we are adapting our work to continue supporting your organisation through this challenging time.

We have heard from many of you that there are significant barriers to participating in the Workplace Equality Index this year, due to the ongoing challenges of responding to COVID-19. Having listened to these concerns, and considered all options and impacts carefully, we have made the decision not to open Workplace Equality Index submissions this year or publish a 2021 Top 100 Employers list.

However, we know that you still share our commitment to maintaining progress towards LGBT inclusion and recognise how important it is in times of change. Many of you have also fed back that you would still value structured support to work towards the new criteria this year.

So, in place of your submission and benchmark, we will be providing a comprehensive series of support. This will ensure that LGBT inclusion continues to thrive in your organisation and will get you ready to submit again for the 2022 index.

[Workplace Equality Index support series](#)

Part 1: New criteria webinars

Introducing overall changes, details of each new section and information about the Gold, Silver and Bronze Employer awards. These will be followed by sector-specific Q&A webinars with experts from the Stonewall team.

Part 2: Criteria consultancy sessions

Two-hour, in-depth sessions focusing on up to three index areas of your choice. These might include individual sections or identity-specific questions. You will provide details of your progress so far and our account management team will support you to improve your score.

Part 3: Common challenge webinars

Sharing best practice, common pitfalls and effective solutions identified in the criteria consultancy sessions.

[Find out more](#)

Timeline

18 June 2020 – new criteria and introductory webinars are launched

July to August 2020 – sector-specific Q&A webinars take place

September 2020 – criteria consultancy session bookings open

October to December 2020 – criteria consultancy sessions take place

February to March 2021 – common challenge webinars take place

The series will be included in your Diversity Champion membership, so – whether you choose the element most helpful to you or participate in the full series – there will be no extra cost.

We look forward to supporting your progress in the index this year and will use this time to consider how we can improve it for the future. Our account management team is on hand if you have any feedback or questions.

Thank you for your continued work to improve the lives of your LGBT employees, service users and communities.

Best wishes,

[...]

Director of Membership Operations



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From: [...] <[...]>

Sent: 28 May 2020 16:37

To: [...]

Subject: RE: Stonewall updates and IDAHOBIT

Hello [...],

I hope you're well and having a good week.

I'm getting in touch to let you know that our full update on the Workplace Equality Index 2021 has just gone out on email, [and you can read it here](#).

As you will see, we have made the decision not to open Workplace Equality Index submissions this year or publish a 2021 Top 100 Employers list. It's been a difficult decision for the whole team, but I'm really pleased with the alternative offering and I'm confident it will still provide organisations with plenty of ways to drive forward LGBT inclusion during this vital time for all marginalised groups.

I'm also confident that through using the consultancy sessions, webinars and all other aspects of this WEI support series, Ofsted will be able to use this time as an opportunity to understand and work through the new index criteria and be in a position to achieve a strong result for the 2022 index (which will open as usual next summer).

I'll be more than happy to book in a call to discuss this all further, answer any queries you may have, and I look forward to supporting you with the new index criteria going forward. Let me know your thoughts.

Best wishes,

[...]

Client Account Manager – Public Sector

From: Stonewall <noreply@eventscase.com>

Sent: 04 June 2020 01:19

To: LGBT <[...]>

Subject: Digital Learning Series - Registration



Dear [...],

Thank you for registering for our Digital Learning Series, launching on 16 June.

You'll be able to access the live content, resources and networking tools within our event platform. To be able to access the platform you'll need to complete your registration.

[REGISTER NOW](#)

Please use the login information below to access the platform.

Username: [...]

Password: [...]

To reset your password, click [...]

If you have booked multiple tickets and are yet to provide the details of the other attendees, please email conference@stonewall.org.uk with their information to allow them to register for workshops and receive joining instructions.

You can also download our app to fully engage with our content and networking tools. **To use the app you will need to input your login information.**

Click for [IOS](#) and [Android](#)

If you are finding this portal difficult to use, please email conference@stonewall.org.uk or call +44(0) 20 7593 1850.

Kind regards,

Stonewall



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Stonewall
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Email us to [update your contact preferences](#)

From: Stonewall <noreply@eventscale.com>

Sent: 05 June 2020 14:42

To: [...]

Subject: Programme release: London Workplace Conference



Dear colleague,

We're making the final preparations to welcome you to our [digital learning series](#) beginning on 16 June. We've now released the timings of sessions [on our website](#) and just need one further piece of information from you.

While you can attend most of the sessions without registering, you'll need to select which 'knowledge sharing session' you'd like to attend. These sessions are highly facilitated spaces where you can share ideas and workshop challenges. To make the most of this opportunity places are limited.

[SELECT SESSION](#)

You'll have access to all of our workshops both live and recorded. We've released the times for these [on our website](#) so you can hold space in your diary if you wish to watch live. We'll also be hosting coffee breaks with guest speakers 3-4pm BST every Friday and there's no need to register for those.

From 16 June you'll be able to access sessions through [the event portal](#). We'll send you an email each week to remind you what's coming up. Before content starts you can use the event app on [Apple](#) or [Android](#) to connect with other delegates.

Thank you for your continued support of Stonewall and the LGBT community. We're excited to welcome you to the event.

Best wishes,

[...]

Executive Director of Workplace and Community Programmes
Stonewall



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Our mailing address is:

Stonewall

188-192 St John Street

London EC1V 4JY

Email us to update your contact preferences

From: [...] <[...]>
Sent: 09 June 2020 10:18
Subject: June update from your client account manager

Hello,

I hope you are keeping safe and well.

I'm emailing to let you know that I will be away from work from today for the next few weeks and to ask you to direct any questions, queries and requests to our centralised inbox memberships@stonewall.org.uk or via our team switchboard Memberships Team: 020 7593 3473.

I will return to work on **Monday 6th July** and will be available to respond as usual from that point forward.

During this period enquiries will be managed by the Memberships team and you will be responded to directly, or assigned to the most appropriate team member to manage your request. Our range of support including policy reviews, network support and phone consultations will continue to be available so please continue to utilise our services.

I also wanted to use this opportunity to share wider updates and resources which I hope you find useful:

Workplace Equality Index 2021 – if you haven't yet seen our update, [you can find information and FAQs here](#). Look out for the updated index criteria released on 18th June.

Digital Learning Series - it's now just over a week until the start of Stonewall's [digital learning series](#). Starting on 16th June we'll be delivering five weeks of innovative digital content. There are four types of content released every week meaning that you can build a programme suited to you.

We've got resources, workshops, virtual coffee breaks and knowledge sharing sessions. You can check out the full programme, timings and how it all works [on our website](#). Tickets, which are [available on our website](#) are just £175 +VAT for Diversity Champions, and I'm confident you'll find the exciting range of content useful.

Pride Month – this Pride month, I'll be thinking in particular about my BAME colleagues, clients and all of the BAME service users that you support. Please know that I'm here to support your work, and I will continue to do everything in my power to ensure that the work that we do centres the most marginalised members of our communities.

It's with this in mind that I'd like to draw your attention to two important resources. The first is [Out of the Margins](#), a global network led by Stonewall fighting for the rights of LBT+ women worldwide. They've just launched their report, which is well worth a read - you can find it on their website.

The second is a [blog](#) by some of my incredible colleagues, which signposts various organisations supporting LGBT people of colour regionally and across the UK. I would encourage you to share these amongst colleagues, particularly if you are putting out communications for Pride month.

I would of course also suggest supporting [UK Black Pride](#) during this time.

Celebrating Pride virtually – Stonewall has partnered with Amnesty International, UK Black Pride and ParaPride to create a series of digital events to celebrate Pride – you can find more about Pride Inside [here](#).

I also wanted to share some of the work that my clients have been doing to keep in touch with network members during this challenging time, and to celebrate Pride virtually:

- Rainbow Camden at **Camden Council** has put together their own *At Home Pride Guide* to help members celebrate, including tips, videos and cake recipes! The network also has a logo competition and a collective Spotify playlist for members to listen to during Pride month.
- The **Civil Service LGBT+ Network** has put together a [whole calendar of events for Pride On](#) , including book clubs, meditation, panel events and a bake along.
- **NHS England** are launching [NHS Virtual Pride](#), an online event on the evening of Friday 26th June featuring videos and messages of support from a wide range of NHS workers and some famous faces!

Please do let us know if you'd like to find out more or share any of your own initiatives!

We understand how disruptive changes can feel during this time, but by adapting in this way we will be able to ensure your support needs are met in the best way possible. We are immensely grateful for your understanding and your continued work to ensure all your colleagues are supported through these challenging times.

Take care,

[...]

Client Account Manager – Public Sector

From: Stonewall <noreply@eventscale.com>

Sent: 15 June 2020 14:47

To: [...]

Subject: Joining Instructions: Week one of the Digital Learning Series

STONEWALL DIGITAL LEARNING SERIES



Dear colleague,

Welcome to the first week of the Stonewall Digital Learning Series! Each Monday we'll send you an email with all the information you need to make the most out of this week's content.

We're delighted to announce that our first coffee break speaker will be Phyll Opoku-Gyimah. Phyll is the Co-Founder and Executive Director of UK Black Pride and the Executive Director of the Kaleidoscope Trust.

You might notice that we've changed our workshop topic this week. This is due to staff availability - it's a tricky time for all organisations and we hope you understand. We'll still be running the session on non-binary inclusion, but it'll be on 14 July.

Content this week

Tuesday 16 June 14:00-15:30 BST

Workshop: Championing bi inclusion at work

How to access: Join live by [clicking here](#) on the day or copy and paste this link (<https://zoom.us/j/94055472031>) into a calendar reminder for yourself. If you can't make it, you'll find a video version [here](#) after the session.

Wednesday 17 June

Resource release: Introducing Nancy Kelley - Stonewall's new CEO

How to access: We'll upload the video to [the event portal](#).

Thursday 18 June 11:00-12:15 BST

Knowledge sharing session: Using training to embed LGBT inclusion

How to access: If you've already booked your spot we'll email you with the link on Wednesday. This session is fully booked. If you haven't selected your knowledge sharing session [click here](#) to reserve a spot.

Friday 19 June 15:00-16:00 BST

Coffee break: Celebrating pride remotely. In conversation with Phyll Opoku-Gyimah Co-Founder and Executive Director of UK Black Pride.

How to access: Join live by [clicking here](#) on the day or copy and paste this link (<https://zoom.us/j/98967505440>) into a calendar reminder for yourself.

You can always log in to the [event portal](#) to access resources, connect with other delegates and remind yourself of what's coming up over the next few weeks.

Accessibility

We aim to ensure that our work is as accessible and inclusive as possible. If you've got any access needs you'd like to tell us about, you'd like to talk through our setup, or if there's anything we can do to make the series better for you please [email us](#).

We're looking forward to seeing you over the next few weeks.

Best wishes,

The Stonewall Team



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Email us to update your contact preferences

From: Stonewall <noreply@eventscase.com>

Sent: 15 June 2020 14:52

To: LGBT <[...]>

Subject: Joining Instructions: Week one of the Digital Learning Series



Dear colleague,

Welcome to the first week of the Stonewall Digital Learning Series! Each Monday we'll send you an email with all the information you need to make the most out of this week's content. We're delighted to announce that our first coffee break speaker will be Phyll Opoku-Gyimah. Phyll is the Co-Founder and Executive Director of UK Black Pride and the Executive Director of the Kaleidoscope Trust.

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How to access: Join live by clicking here on the day or copy and paste this link (<https://zoom.us/j/98967505440>) into a calendar reminder for yourself.

You can always log in to the event portal to access resources, connect with other delegates and remind yourself of what's coming up over the next few weeks.

Your login information

Our records show that you haven't yet logged in to the [event portal](#). While we'll host live sessions via Zoom the rest of the content will be uploaded here. If you need any support to log in or would like us to resend your details please [email us](#).

Accessibility

We aim to ensure that our work is as accessible and inclusive as possible. If you've got any access needs you'd like to tell us about, you'd like to talk through our setup, or if there's anything we can do to make the series better for you please email us.

We're looking forward to seeing you over the next few weeks.
Best wishes,
The Stonewall Team



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From: Stonewall <memberships@stonewall.org.uk>
Sent: 17 June 2020 17:35
To: [...]
Subject: An important message from Stonewall

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



Dear colleague,

I hope that you, your colleagues, and your loved ones continue to stay safe during this difficult period and your organisations continue to meet the challenges we are all working through.

We continue to see the world around us change rapidly, and as always, we are here to help you through those changes.

Below is a message to all of our partners, friends and allies from our new CEO, Nancy Kelley:

Dear friend,

Over the last few weeks, the police murders of George Floyd, Tony McDade, Breonna Taylor and many others have sparked global protests led by the Black Lives

Matter movement.

Here in the UK, and in many countries around the world, Black people and their allies are standing up against anti-Black racism and creating change.

I'm in my first weeks as CEO at Stonewall; an organisation that was born out a protest movement shaped throughout its history by Black lesbian, gay, bi and trans activists.

And I'm reminded that Pride is, and has always been a protest, as well as a celebration of everything that makes our LGBT+ communities unique and beautiful.

We've got a lot of work still to do at Stonewall before our organisation can confidently say it is a place where LGBT+ people of colour can thrive, and where all of our work is truly inclusive.

I'm committed to working with colleagues and supporters like you to make that change happen.

In this newsletter we are sharing resources from people that can help you (particularly if you are, like me, white) not just get better informed, but get active in tackling racism in our community.

We also want to encourage you to donate if you can to Black-led organisations that are working in the UK and globally to improve the lives of LGBT+ Black people and LGBT+ people of colour.

Over the last week you may have also seen some worrying reports in the press that the government may be slowing progress on trans rights here in the UK.

If accurate, these would be another blow for our community at this difficult time. Please [read our blog](#) to find out which actions you can take to support trans rights.

Thank you,

Nancy Kelley
Stonewall CEO



What can we do together?

There's a lot that we can do to be active in tackling racism.

Become an ally:

Start with [this article](#) by Liv, a Stonewall Young Campaigner and [share this Twitter thread](#).

Donate:

Consider donating to [UK Black Pride](#), [the Colours Youth Network](#), [Bi's of Colour](#) and [Out of the Margins organisations](#).

Come Out For Trans Equality:

We have a short window where organisations who support trans equality can shape the conversation in Government.

We know they are open and welcome the view of leading businesses, membership bodies and service providers who support trans equality.

Please ask your CEO to write a private letter to the Prime Minister and Women and Equalities Minister to outline your concerns about recent press reports, show your support for trans equality and urge the Government to give trans people the support and recognition they deserve.

Stonewall can provide guidance for your letter. Please email robbie.desantos@stonewall.org.uk for more information.

As individuals you can write to the Prime Minister too using [Gendered Intelligence's email action](#), and if you are a cis woman, you can take part in the Mermaids-led [#NotInMyName conversation on Twitter like our CEO Nancy Kelley has](#).

As we see issues continue to threaten the progress we have made within and across all of

our communities, it is more important than ever that we continue to champion diversity to support our colleagues, our organisations and our futures.

Thank you and best wishes,

[...]

Director of Membership Operations



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From: Stonewall <memberships@stonewall.org.uk>
Sent: 18 June 2020 14:42
To: [...]
Subject: Introducing the new Workplace Equality Index criteria

[View this email in your browser](#)



Dear colleague,

Last month we wrote to you about our decision not to open Workplace Equality Index submissions this year. Instead, we introduced you to the [Workplace Equality Index support series](#), a comprehensive series of webinars and consultancy sessions to get you ready for the 2022 Index.

Today I am delighted to introduce our new Workplace Equality Index criteria.

New criteria

The Workplace Equality Index runs on a three-year cycle and between each cycle the criteria are comprehensively reviewed and updated to reflect latest best practice.

The new criteria will form the foundation of our support for you this year and the next cycle will begin with the 2022 Index.

[Download the criteria](#)

New criteria webinars

Part 1 of the support series begins today, with the launch of our first two webinars:

- Introduction to the new criteria
- Introduction to Gold, Silver and Bronze Employer awards

Eight more pre-recorded webinars will launch on 2 July, with details of each new criteria section.

[Watch the webinars](#)

Sector Q&A webinars

Part 1 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. Bookings are now open.

[Book your place](#)

We look forward to seeing you at the webinars throughout summer. As ever, our account management team is on hand if you have any feedback or questions.

Best wishes,

[...]

Director of Membership Operations

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From: [...]

Sent: 19 June 2020 17:29

To: [...]

Subject: Stonewall Digital Learning Series - End of week one

Hi everyone,

I just wanted to reach out personally at the end of what has been a wonderful first week of Stonewall's first ever Digital Learning Series. Thank you to those of you who joined us this week and if you weren't able to, we hope to see you next week. We've had some brilliant discussions and shared ideas on bi inclusion, celebrating pride remotely and using training to embed LGBT inclusion. Just to let you know, the video version of our bi inclusion workshop will be available to watch from Monday. I wanted to get in touch with a couple of updates to help you make the most of the event.

Keeping in touch:

Now more than ever it's important that we're able to contact you with updates and information on accessing content. However, for some people we know that consent and privacy settings might be preventing the emails sent from our event portal getting through. If you haven't been receiving our emails or are having any challenges drop us an email on conference@stonewall.org.uk and we can look into what's going on.

Coming up next week:

You'll receive your reminder email as normal on Monday but next week we're really excited to be holding the following sessions.

Tuesday 23.06 - Workshop

Topic: Creating workplaces that are inclusive of BAME LGBT people

Time: 14:00-15:30

Joining: Use this link to join the session <https://zoom.us/j/91646474742>. If prompted the meeting ID is 916 4647 4742.

Wednesday 24.06 – Resource release

Topic: Living your values – insights from GSK our event partner

Access: On Wednesday you'll find this on our [resource hub](#).

Thursday 25.06 – Knowledge Sharing

Topic: Procurement: Embedding LGBT inclusion in your supply chain

Time: 12:00 - 13:15

Booking: You need to book to attend a knowledge sharing session – [follow this link](#) to select one. There are still spaces for next week's session.

Friday 26.06 – Coffee Break

Topic: Inclusive leadership in practice – In conversation with Sheldon Mills, the Chair of Stonewall's board of trustees.

Time: 15:00-16:00

Joining: Use this link to join the session <https://zoom.us/j/97626070797>. If prompted the meeting ID is 976 2607 0797.

All dates, times and topics can be found on [the programme page](#) of the event portal. From next week, you'll find the links to join all meetings there too.

Thanks once again for signing up to the digital learning series – if we can provide any support or answer any questions please do drop an email to the team on conference@stonewall.org.uk

I hope you all have lovely weekends,

[...]

Head of Conferences and Events
Stonewall

From: Stonewall <noreply@eventscase.com>

Sent: 22 June 2020 17:59

To: [...]

Subject: Joining Instructions: Week two of the Stonewall Digital Learning Series



Dear colleague,

Welcome to the second week of the Stonewall Digital Learning Series! Each Monday we'll send you an email with all the information you need to make the most out of this week's content.

We're delighted to announce that our second coffee break speaker will be Sheldon Mills, The Chair of Stonewall's Board of Trustees. Sheldon is the interim Director of Strategy and Competition at the Financial Conduct Authority. He'll join us to talk about what inclusive leadership looks like in practice on Friday.

You can now [view the content](#) from our workshop last week on bi inclusion in the resource hub.

Content this week

Tuesday 23.06 - Workshop

Topic: Creating workplaces that are inclusive of BAME LGBT people

Time: 14:00-15:30

Joining: Use this link to join the session <https://zoom.us/j/91646474742>. If prompted the meeting ID is 916 4647 4742.

Wednesday 24.06 – Resource release

Topic: Living your values – insights from GSK our event partner

Access: On Wednesday you'll find this on our resource hub.

Thursday 25.06 – Knowledge Sharing

Topic: Procurement: Embedding LGBT inclusion in your supply chain

Time: 12:00 - 13:15

Joining: If you've registered to join this session, you'll receive the link on Wednesday.

Booking: You need to book to attend a knowledge sharing session – [follow this link](#) to select one. There are still spaces for next week's session.

Friday 26.06 – Coffee Break

Topic: Inclusive leadership in practice – In conversation with Sheldon Mills, the Chair of Stonewall's board of trustees.

Time: 15:00-16:00

Joining: Use this link to join the session <https://zoom.us/j/97626070797>. If prompted the meeting ID is 976 2607 0797.

All dates, times and topics can be found on the [programme page](#) of the event portal. You can find the links you'll need to join all sessions there too.

Thanks once again for signing up to the digital learning series – if we can provide any support or answer any questions please do drop an email to the team on conference@stonewall.org.uk.

Best wishes,

The Stonewall Team



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From: Stonewall <noreply@eventscase.com>
Sent: 29 June 2020 19:02
To: [...]
Subject: Digital learning series: week 3 launch



Dear colleague,

Welcome to the third week of the Stonewall Digital Learning Series! Each Monday we'll send you an email with all the information you need to make the most out of this week's content.

This week we've got two workshops on community engagement, one tailored to those working in the UK and one for those working globally. You are of course welcome to attend both!

You can now view the content from last week on our [resource hub](#).

We're excited to be delivering our third week of content:

Tuesday 30.06 - Workshop A

Topic: Effective community engagement in the UK

Time: 12:00-13:30

Joining: Use this link to join the session <https://zoom.us/j/93481417269>. If prompted the meeting ID is 934 8141 7269.

Tuesday 30.06 - Workshop B

Topic: Collaborating with LGBT organisations internationally

Time: 14:00-15:30

Joining: Use this link to join the session <https://zoom.us/j/99317328238>. If prompted the meeting ID is 993 1732 8238.

Wednesday 01.07 – Resource release

Topic: The Shut Out Report: Learning from the findings

Access: On Wednesday you'll find this on our resource hub.

Thursday 02.07 – Knowledge Sharing

Topic: Championing trans inclusion as a senior leader

Time: 13:00 - 14:15

Joining: If you've registered to join this session, you'll receive the link on Thursday.

Booking: You need to book to attend your knowledge sharing session – follow this link to select one.

Friday 03.07 – Coffee Break

Topic: Community engagement in practice

Time: 15:00-16:00

Joining: Use this link to join the session <https://zoom.us/j/98577641656>. If prompted the meeting ID is 985 7764 1656.

All dates, times and topics can be found on the [programme page](#) of the event portal. From next week, you'll find the links to join all meetings there too.

Thanks once again for signing up to the digital learning series – if we can provide any support or answer any questions please do drop an email to the team on conference@stonewall.org.uk

Best wishes,
The Stonewall Team

From: Stonewall <memberships@stonewall.org.uk>
Sent: 02 July 2020 14:54
To: [...]
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,

[...]

Director of Membership Operations

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From: [...] <[...]>

Sent: 06 July 2020 12:23

Subject: July update from your Stonewall Client Account Manager

Hello,

I hope you're all well. I'm now back at work (from home), and I can't believe it's July already...!

I just wanted to send a quick update to let you know that I'm back, and to highlight some key resources, updates and events for you to take a look at:

- **Workplace Equality Index** – I'm sure you've now seen that our new index criteria has been released, and I hope you've had the chance to take a look through.

We have a whole [series of webinars](#) to take you through all of the updates and changes, and you can also [book into your sector-specific Q&A webinar here](#)

- **Pride Inside** – there are still lots of great events taking place this week in collaboration with Amnesty International, UK Black Pride, Gendered Intelligence and ParaPride. You can take a [look at the schedule here](#)
- **Show Your Pride** – our fundraising team have put together a full pack online which you can download and use to raise money for LGBT equality
- **Nancy Kelley**, our new CEO, has now been in post for over a month. If you haven't yet, you can learn more about Nancy [here in an interview on our website](#)

- **Trans inclusion** – You might have seen over the past few weeks that the press and a few individuals on social media are once again spreading harmful misinformation on trans identities and trans inclusion, spurred on by the leak of government plans for the Gender Recognition Act.

Gendered Intelligence have a [great tool on their website where you can take action](#) and write to the Prime Minister, urging him not to roll back trans rights. I would also recommend our [Truth About Trans Q&A](#), which is a great resource to share internally.

With lots of misinformation about trans kids also being shared online, I wanted to share some great uplifting articles I've recently read about trans kids thriving in supportive environments [here in the UK](#), and [in the USA](#)

As ever, please don't hesitate to reach out with any questions or requests for support and I'll be happy to help.

Wishing you all a great week,

[...]

Client Account Manager – Public Sector

From: Stonewall <noreply@eventscase.com>

Sent: 06 July 2020 13:47

To: LGBT <[...]>

Subject: Digital learning series: Week 4 joining instructions



Dear colleague,

Welcome to the fourth week of the Stonewall Digital Learning Series! Each Monday we'll send you an email with all the information you need to make the most out of this week's content.

You can view content from previous weeks on our [resource hub](#). The recordings from our community engagement workshops will be available by the end of the day.

We're excited to be delivering our fourth week of content:

Tuesday 07.07 - Workshop

Topic: Engaging LGBT network groups with dispersed members

Time: 14:00-15:30

Joining: Use this link to join the session <https://zoom.us/j/99147886462>. If prompted the meeting ID is 991 4788 6462

Wednesday 08.07 – Resource release

Topic: Using your influence to support trans equality

Access: On Wednesday you'll find this on our [resource hub](#).

Thursday 09.07 – Knowledge Sharing

Topic: Increasing engagement with monitoring initiatives

Time: 14:00 - 15:15

Joining: If you've registered to join this session, you'll receive the link on Thursday.

Booking: You need to book to attend your knowledge sharing session – follow [this link](#) to select one.

Friday 10.07 – Coffee Break

Topic: Leading an LGBT network group

Time: 15:00-16:00

Joining: Use this link to join the session <https://zoom.us/j/99116095723>. If prompted the meeting ID is 991 1609 5723.

All dates, times and topics can be found on the [programme page](#) of the event portal.

Thanks once again for signing up to the digital learning series – if we can provide any support or answer any questions please do drop an email to the team on conference@stonewall.org.uk

Best wishes,
The Stonewall Team



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From: Stonewall <noreply@eventscase.com>
Sent: 13 July 2020 12:48

To: [...]

Subject: Digital Learning Series: Week 5 joining instructions



Dear colleague,

Welcome to the final week of the Stonewall Digital Learning Series. This week we have got workshops on non binary inclusion in the workplace and recruiting LGBT talent. We will end the Digital Learning Series with a final coffee break discussion about supporting good mental health for LGBT people at work.

You can now view previous week's content our [resource hub](#).

Tuesday 14.07 - Workshop

Topic: Creating non-binary inclusive workplaces

Time: 14:00-15:30

Joining: Use this link to join the session <https://zoom.us/j/99798571632>. If prompted the meeting ID is 997 9857 1632.

Wednesday 15.07 – Resource release

Topic: Using your influence to support trans equality

Access: On Wednesday you'll find this on our [resource hub](#).

Thursday 16.07 – Knowledge Sharing

Topic: Recruiting LGBT talent

Time: 15:00 - 16:15

Joining: If you've registered to join this session, you'll receive the link on Thursday.

Booking: You need to book to attend your knowledge sharing session – follow [this link](#) to select one.

Friday 17.07 – Coffee Break

Topic: Supporting good mental health in the workplace

Time: 15:00-16:00

Joining: Use this link to join the session <https://zoom.us/j/99695300198>. If prompted the meeting ID is 996 9530 0198.

All dates, times and topics can be found on the [programme](#) page of the event portal. From tomorrow, you'll find the links to join all meetings there too.

Thanks once again for signing up to the digital learning series – if we can provide any support or answer any questions please do drop an email to the team on conference@stonewall.org.uk

Best wishes

The Stonewall Team



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[...]

From: Stonewall <noreply@eventscase.com>

Sent: 22 July 2020 13:29

To: LGBT <[...]>

Subject: Digital Learning Series: Thank you for attending



Dear colleague,

Thank you for joining us at our first ever Digital Learning Series. We really value the ideas and experiences you contributed to make the series so successful.

We're always looking for ways to improve our events, so if you didn't get a chance to give us feedback please complete this short evaluation form and let us know what you thought.

[Click here to feedback](#)

For all the content, including workshop presentations and filmed sessions, click [here](#) to access the resource hub. You can also click [here](#) to view the delegate list until **28 August**.

What's next?

Digital Empowerment Programmes

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

potential. Stonewall offer [Empowerment Programmes](#) that give delegates an opportunity to learn latest best practice on LGBT inclusion. We now offer these programmes digitally. Email us at empowerment@stonewall.org.uk for more information about our new offering.

We hope to see you again soon.

Kind regards,

Stonewall



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[...]

From: [...] <>
Sent: 12 August 2020 13:05
To: [...] <[\[...\]](#)>
Subject: Membership costs

Hi [...],

Hope you are well?

We're planning in our budget for diversity and inclusion, and I just wanted to check that membership costs for Stonewall had remained the same.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[\[...\]](#)>
Sent: 12 August 2020 16:37
To: [...] <>
Subject: RE: Membership costs

Hello [...],

Yes doing well thanks, hope you are too.

Yes, the membership cost remains £2,500 + VAT, thanks for checking.

Now that the new WEI criteria has been released and you might have had the chance to look through it, I also wanted to say that I'd be happy to book in a meeting with you to go over any initial thoughts and questions you may have – so just let me know.

Many thanks,

[...]

Client Account Manager – Public Sector

From: [...] <>
Sent: 12 August 2020 16:47
To: [...] <[...]>
Subject: RE: Membership costs

I'm well thank you.

Fantastic thanks for coming back.

We've looked at it with our LGBT network and are just identifying areas we want to focus on, so may want to catch up after that point.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[...]>
Sent: 12 August 2020 16:49
To: [...]
Subject: RE: Membership costs

That sounds great, I'll be more than happy to have a discussion with you and the network once you're clearer on the key focus areas for Ofsted.

Have a nice afternoon,

[...]

Client Account Manager – Public Sector

From: [...] <[...]>
Sent: 24 August 2020 13:20
Subject: August update from your Stonewall Client Account Manager

Hello,

Here is my latest update with news and resources from Stonewall.

I hope you've been keeping well and that you've been able to enjoy some time off work over the Summer.

How will you mark Bi Visibility Day?

Bi Visibility Day is on Wednesday 23rd September. Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Here's three easy ways you can celebrate and mark the day:

- Use a bi flag virtual background for your online meetings or ask colleagues to wear pink, purple and/or blue (the colours of the bi flag)
- Share resources. I've attached a handout discussing bi inclusion in the workplace. This [two minute video from Harry Needs](#) is useful for sharing first-person bi experiences, and here are two videos from Pink News on bisexual myths: [PinkNews 1](#) [PinkNews 2](#)
- Ask staff to share their bi icons, perhaps by commenting on an intranet post. Stonewall staff shared their bi icons last year [on our website](#)

Workplace Equality Index Consultancy Sessions coming soon

Our WEI Support Series had a great start with webinars going in depth into the new WEI criteria. You can watch all webinars on My Diversity Champions [online here](#). You can also read more about the WEI Support Series [here](#).

We'll be sharing information by email very soon about the WEI Consultancy Sessions and how to book your session. This is a chance for us to review some of your work on the new criteria and provide feedback between October and December. Please keep an eye out for this email and let me know if you have any questions.

Stonewall Digital Empowerment Workshops

In the last few months, Stonewall has developed an exciting new suite of introductory Digital Empowerment Workshops.

Our selection of interactive digital workshops will help you build strong foundations for your organisation and develop in new areas. They provide a valuable opportunity to engage and educate all staff. For those leading on LGBT inclusion, they'll provide practical insights to develop an action plan that works for your organisation.

Workshops are usually delivered on Zoom for up to 50 staff members, starting from just £550+VAT. We deliver sessions on a wide range of topics including:

- First steps to LGBT inclusion
- First steps to trans inclusion

- Being a better ally to LGBT People of Colour
- Delivering LGBT-inclusive services
- LGBT+ Mental Health – Supporting your colleagues

What topic could you benefit from and help create change in your organisation? Find out more about the workshops [on our website here](#) or by contacting me to request a brochure.

What am I reading / watching / listening to?

I just thought I would share some LGBT content I'm currently consuming for anyone who is interested or looking for something new...

[...]

If any of you have any recommendations for me, please do send them my way!

I'm also always keen to hear any examples of best practice LGBT-inclusion from your organisation, so feel free to let me know what you're getting up to and I can share this with the wider team and help others around the country effect positive change.

That's all for now. As ever, do get in touch with any questions or requests for support, and remember you can access our best practice resources at any time [on the My Diversity Champions hub](#).

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...] <[\[...\]](#)>

Sent: 27 August 2020 11:38

To: [...] <>

Subject: Reviewing the Diversity Champions Programme

Hello [...],

I hope you're well?

I'm getting in touch because we are currently reviewing the Stonewall Diversity Champions Programme to maximise the effectiveness of the support we offer whilst ensuring that it remains sustainable over the long term.

As you know the Stonewall Diversity Champions programme has been a highly effective way of creating lasting change for LGBT people over the past 15 years and over that period, we have supported thousands of organisations - and the programme is continuing to grow.

As a valued partner, we would really welcome your thoughts and insights on your experience of the programme.

We are looking to understand:

- Which elements of the programme are particularly valuable
- Are there any areas that have been less valuable or things that can be improved
- Are there any services or offerings that we don't provide that would be useful to you

Let me know if this is something either of you would be happy to support with, and we can set up a short phone interview on this topic - we anticipate it taking around 30 – 45 minutes of your time.

Best wishes,

[...]

Client Account Manager – Public Sector

From: Stonewall <memberships@stonewall.org.uk>

Sent: 03 September 2020 09:59

To: [...]

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,

Kate Williams

Head of Workplace

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From: [...] <>
Sent: 04 September 2020 09:41
To: [...] <[...]>
Subject: RE: Reviewing the Diversity Champions Programme

Hi [...],

I'm well and hope you are too.

Very happy to have a conversation about this.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[...]>
Sent: 08 September 2020 11:57
To: [...] <>
Cc: [...]
Subject: RE: Reviewing the Diversity Champions Programme

Hello [...],

Thanks very much for agreeing to participate – we really appreciate it.

I'd like to introduce you to my colleague [...] (cc'd) who is leading on some of these interviews and collating feedback. If you're happy to still go ahead, I will let [...] take it from here to arrange a time to speak.

Thank you once again and as always if you need anything from me, do let me know.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]
Sent: 08 September 2020 12:20
To: [...] <>
Cc: [...] <[...]>
Subject: RE: Reviewing the Diversity Champions Programme

Hi [...],

Thank you very much for the introduction, [...].

It's great to be in touch and we really value your support with this. I am looking forward to speaking and to getting your insights.

As [...] says, we'd be looking for 30-45 minutes of your time. I have good availability on either the 15th or 22nd September – would either be convenient for you at all? Otherwise, just let me know some convenient slots and I'll book something in.

Is Microsoft Teams convenient for you? Alternatively we can set something up as a Zoom call or a conference call. Please also let me know if there's anything I can do to make the session as accessible as possible for you.

Thank you again for taking part and looking forward to hearing from you.

Best wishes,

[...]

From: [...] <>
Sent: 08 September 2020 12:55
To: [...]
Cc: [...] <[...]>
Subject: RE: Reviewing the Diversity Champions Programme

Hi [...],

Microsoft Teams will be absolutely fine, that's the system we use as well.

I'd be free for a chat on the 15th and 22nd between 10:00-14:00.

Would it be helpful to bring in others from my team or is this just a one on one conversation?

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...]
Sent: 08 September 2020 17:12
To: [...]
Cc: [...] <[...]>
Subject: RE: Reviewing the Diversity Champions Programme

Hi [...],

Thank you very much and I'm looking forward to speaking. I have sent a calendar invitation on Microsoft Teams.

Most of the interviews we're doing are one to one, however if you have another colleague who would like to feed in and is available at that time then they would be very welcome to join us. You can feel free to forward the calendar invitation, if you'd like to.

Thanks again for your support with this, it is very much appreciated.

Best wishes,

[...]

From: [...] <[...]>
Sent: 10 September 2020 10:18
To: [...] <>
Subject: [..]

Hello [...],

[...]

On another note, I've had a few questions recently about resources for Black History Month, so I wanted to signpost you to [this great collection of resources on our website](#) from Stonewall's BAME/PoC Staff Network last year. There are plenty of videos, role models profiles, articles and research that you can share internally to celebrate Black History Month and platform the voices of LGBT people of colour.

Speak soon,

[...]

Client Account Manager – Public Sector

From: [...] <>

Sent: 10 September 2020 10:56

To: [...] <[\[...\]](#)>

Subject: [...]

Hi [...],

[...]

That's really helpful thank you, I'll pass this across to our BAME network who are looking to be more representative of a range of Black identities during this years BHM campaign.

Kind Regards

[...]

Senior HR Officer, Diversity and Inclusion
2 Rivergate

[...]

From: [...] <[\[...\]](#)>

Sent: 11 September 2020 11:12

To: [...] <[\[...\]](#)>

Subject: Proud Employers

Hi [...]

I hope you don't mind my contacting you directly. I understand you are Ofsted's account manager.

Please can I check, do Ofsted still have some available advertising credit for sharing our vacancies on the Proud Employers site?

If possible, I'd like to post a listing for [Her Majesty's Inspectors \(HMI\) of Schools](#). If that's OK, please could you provide me with a template for advertising or let me know what information you need to make the posting.

I look forward to hearing from you.

Many thanks
[...]

[...] | **Resourcing Manager** | **People Group**

From: [...] <[...]>
Sent: 14 September 2020 09:55
To: [...] <[...]>; Proud Employers <Proud.Employers@stonewall.org.uk>
Subject: RE: Proud Employers

Hello [...],

Thanks for getting in touch – I hope you're well.

I've cc'd our Proud Employers team who will be able to assist you. If Ofsted still have a free job listing credit available, they will be able to guide you in posting that listing on the site. If not and you still wanted to advertise the role on Proud Employers, my colleagues can also let you know the costs associated with this.

Many thanks,

[...]

Client Account Manager – Public Sector

From: Proud Employers <Proud.Employers@stonewall.org.uk>
Sent: 14 September 2020 11:11
To: [...] <[...]>; [...] <[...]>
Subject: RE: Proud Employers

Hi [...], [...],

I hope you're both well and having a great start to the week!

I can certainly help with this – Ofsted has 3 free credits remaining which you can use to post this role. I have created a login for you so you'll be able to access your account using the details below:

[...]

Once you have used your 3 free adverts, adverts are charged at the [advertising rates](#) on our website.

Please find instructions attached on how to upload your jobs to the platform. Should you have any questions, please do let me know.

Regards,

[...]
Corporate Partnerships Officer

From: [...] <[...]>
Sent: 14 September 2020 17:52

To: Proud Employers <Proud.Employers@stonewall.org.uk>

Subject: RE: Proud Employers

Hi [...]

Thanks for your email and the information provided.

I have posted the job vacancy.

Will Ofsted's credits expire or renew at any point?

Many thanks

[...]

[...] | **Resourcing Manager** | **People Group**

From: Proud Employers <Proud.Employers@stonewall.org.uk>

Sent: 15 September 2020 09:27

To: [...] <[\[...\]](#)>

Subject: RE: Proud Employers

Hi [...],

Thanks for coming back to me and I'm glad to hear you've been successful in posting your first role.

In terms of your credits, every Diversity Champions receives 5 credits only when they first join the programme. Once these have been used, no further free credits will be granted. Your free credits will also not expire, however it is mandatory for all users of the Proud Employers platform to be a Diversity Champion, therefore if you were to end your membership with us, all unused credits would be forfeited.

Please let me know if there is anything else I can help with and have a lovely rest of the week!

Regards,

[...]

Corporate Partnerships Officer

From: [...]

Sent: 15 September 2020 09:48

To: Proud Employers <Proud.Employers@stonewall.org.uk>

Subject: RE: Proud Employers

Hi [...]

Thank you very much for confirming the arrangement.

Best wishes

[...]

[...] | **Resourcing Manager** | **People Group**

From: Stonewall <memberships@stonewall.org.uk>

Sent: 17 September 2020 13:50

To: [...]

Subject: Your September newsletter from Stonewall

[View this email in your browser](#)



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 [Workplace Equality Index support series](#), the sessions are included in your Diversity Champions membership. [This video](#) 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

Email empowerment@stonewall.org.uk to book.

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
Black History Month

10-17 October
National Hate Crime Awareness Week

11 October
National Coming Out Day

25-31 October
Asexual Awareness Week

Thank you and best wishes,

Stonewall

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Registered Company No. 02412299 | Charity Number 1101255



From: Stonewall <memberships@stonewall.org.uk>

Sent: 24 September 2020 09:59

To: [...]

Subject: Trans rights update and new research on bi experiences

[View this email in your browser](#)



Dear Colleague,

You may have seen developments this week around legislation affecting trans communities and we wanted to update you.

After a two-year wait, the UK Government's reforms to the Gender Recognition Act (GRA) have been announced. The changes proposed to simplify legislation that allows trans people to change gender on their birth certificate fall short of the meaningful reform that Stonewall and leading employers have called for.

But in the face of increasing transphobia across society, Diversity Champions have a vital role to play in protecting and securing trans rights.

It took over 30 years to scrap Section 28 – legislation that targeted LGBT people for being themselves.

It will take time to turn the tide on transphobia. And it will take all of us.

Leading employers taking a stand has already helped stop a rollback on trans rights this summer. Don't stop now.

Share why you are [#TogetherWithTrans](#) on social media and let's keep up the fight for trans equality.

[Read our statement on Gender Recognition Act reform](#)

[Read our blog about what the changes mean](#)

Bi Report

This week we celebrated [Bi Visibility Day](#) and published our new [Bi Report](#) – a short and digestible look into bi people's experiences in Britain, including in the workplace.

It's clear that there is a long way to go before all bi people are accepted and supported within and outside of the LGBT community.

Listening to and amplifying bi voices is a good place to start!

[Read our latest research on bi experiences](#)

Thank you and best wishes,

Stonewall

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

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[...]

From: [...] <[...]>

Sent: 03 November 2020 10:36

To: [...]

Subject: November update from you Client Account Manager

Hello [...],

I hope you're doing well – I know it's still a strange and difficult time for all of us, and I wanted to touch base one last time before I move into my new job in Stonewall's Global team.

Firstly, a quick reminder that from 9th November please contact memberships@stonewall.org.uk with any queries. Please don't hesitate to ask for support, advice, policy reviews or a catch-up with an account manager and my colleagues will be happy to help. As soon as we have a new Client Account Manager in place, they will be in touch to introduce themselves.

I also thought it would be useful for me to remind you of your next renewal date for the Diversity Champions Programme so that you can get the date ready in your diary and [fill out this renewal form](#) in advance. This will be a big help to our team and [filling the form out](#) around 6 – 4 weeks in advance so that we can get an invoice together will be much appreciated – thank you! **Your renewal date is: 07-Mar-21**

Now for some useful links and resources:

- Did you see all of [Stonewall's content for Black History Month](#)? Of course, Black history is important every month of the year, so do keep sharing stories and resources and platform the voices of Black lesbian, gay, bi and trans people.
- Last week was Ace Week – a time for celebrating, raising awareness, and advocating for ace identities. Stonewall uses 'ace' as an umbrella term to incorporate asexual, grey ace, demi-ace, and other ace-spec identities. You can take a look at a [wide range of resources here](#) on our website, and if you [follow this link](#) you can watch our Ace/Aro panel event which was recorded live. Content like this would be great to share with LGBT+ Staff Networks, helping people learn more about ace identities.

- Trans Day of Remembrance is on 20th November 2020. You can [take a look here at an article we published on this last year](#) (content warning: mention of transphobia and murder), and do keep an eye out on Stonewall's social media channels for more content to recognise and celebrate this important day later this month.
- Stonewall Digital Workshops – our new digital offerings are a great way to bring employees together for a 90 minute session to learn about LGBT+ identities, how to be an ally, and how to take away actions back into the workplace. [You can take a look here](#) to read more about the workshops, and you can also see information about the upcoming Open Workshops for which you can book individual places.

Sending you all my best wishes for the next few months, both inside and outside of the workplace. I look forward to seeing your work on LGBT+ inclusion develop and thank you for your continued support of Stonewall.

[...]

Client Account Manager – Public Sector

[...]

From: Stonewall <memberships@stonewall.org.uk>

Sent: 09 December 2020 11:19

To: [...]

Subject: Your December newsletter from Stonewall

[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 empowerment@stonewall.org.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,

Kate Williams (she/her)

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. You can email us at memberships@stonewall.org.uk.

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From: [...]
Sent: 01 February 2021 08:41
To: [...]
Cc: [...]
Subject: Stonewall Membership - Expiring soon

Dear [...],

Your current Diversity Champions membership is due for renewal on 08/03/2021. Renewal will cost 2500 + VAT. Please click the link below to ensure your membership continues and Ofsted doesn't lose:

- Access to best practice guides and resources
- Your dedicated account manager for questions, queries and advice
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBT inclusion

[Renew your membership now](#)

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at [...]

[...]

Senior Workplace Operations Officer

From: [...] <[...][k](#)>

Sent: 03 February 2021 09:59

Subject: Stonewall Client Account Manager Update

Good morning,

Hope you're having a lovely week! Just introducing myself as your new Client Account Manager at Stonewall, taking over from [...]. My name is [...] and I'll be your Client Account Manager going forward. [...]

I'd love to set up a meeting with you to discuss what we can achieve together over the next year. If you can just let me know what dates and times would be best for you, I can send across a calendar invite. If you prefer our meeting to over Skype or Teams, or on the phone, do let me know.

I look forward to working with you, if you have any questions please don't hesitate to ask.

Thanks,

[...]

Client Account Manager |

From: Stonewall <memberships@stonewall.org.uk>

Sent: 09 February 2021 10:59

To: [...]

Subject: Learn to overcome common LGBT inclusion challenges

[View this email in your browser](#)



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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From: Stonewall <memberships@stonewall.org.uk>

Sent: 11 February 2021 14:00

To: [...]

Subject: Your February newsletter from Stonewall

[View this email in your browser](#)



Dear colleague,

Welcome to your October newsletter from Stonewall! In this edition, you'll find out about ways to celebrate LGBT History Month, as well as exciting events coming up at Stonewall.



Top tips to celebrate LGBT History Month

February marks LGBT History Month in the UK, a yearly celebration and recognition of LGBT history organised by [Schools Out](#). There's a lot that you as an employer can do to mark the occasion and show your support for LGBT people everywhere. Here are some things you can do:

- **Make your events digital:** even though events have to be run digitally this year, there are still plenty of things you can still do - from an LGBT history quiz to a panel of external speakers.

- **Use your voice externally:** for example, at Stonewall, we'll be taking to Tiktok to share important moments from LGBT history. You might decide to talk about a way in which your sector or organisation has played a role in LGBT history, to help share more knowledge with your audience!
- **Take tangible actions:** whether you're fundraising for a small LGBT organisation, or becoming a sponsor for a key campaign, you may be able to make a very real, practical difference in the lives of LGBT people who need it.
- **Remind your employees what you stand for:** taking steps to become a more LGBT-inclusive organisation is essential – but some of that impact can be lost if change is communicated with your staff. LGBT History Month is as good a time as any to remind your employees about the support available to them.



Share our education resources

We've put together some resources to help parents and carers teach young people about LGBT history. Make sure to share these with your colleagues who have children!

[Find out more](#)



Staying inclusive through COVID-19

We spoke to People Management about our tips for supporting LGBT+ employees during the pandemic - from combatting online discrimination to supporting those living in a hostile home.

[Read the article here](#)



Coming up at Stonewall

Attend our brand new Decolonising Queer Leadership workshops

In collaboration with [Rainbow Noir](#), and [Consented](#), Stonewall will be hosting an exciting three part, free to attend series of workshops, exclusively for LGBT PoC. These workshops will disrupt, deconstruct and rebuild theories of Leadership outside of colonial, cisnormative and heteronormative structures.

Applications are currently open, head to our website for more information and apply.

[Find out more and apply](#)

Empower your LGBT network co-chairs with our Scotland Network Empowerment workshop

Based in Scotland? Looking for ways to support your LGBT employee network group? Stonewall Scotland has perfect opportunity for you!

We are running a package of open Network Empowerment workshops to mark LGBT History Month during the week of 22 February 2021.

These are 90-minute Zoom workshops designed to support colleagues in your network create inclusive spaces that allow diverse LGBT members to thrive. Interactive

activities aim to build individual understanding and develop collective action to ensure everybody is included in your network.

You can book a spot on this package of sessions from just £80 per person for Diversity Champions members.

[Find out more and book now](#)

Learn to overcome common LGBT inclusion challenges with our Workplace Equality Index support series

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](#). 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.

We're now excited to announce that bookings are open for the third and final part of the series – the common challenge webinars. 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. 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.

[Book your tickets today](#)

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,

Kate Williams (she/her)

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. You can email us at memberships@stonewall.org.uk.



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From: [...]
Sent: 11 February 2021 15:49
To: [...] <[...].k>
Subject: RE: Stonewall Client Account Manager Update

Hi [...],

Sorry for the delay in getting back to you.

Would it be possible to have a quick chat with you when you're next available. My direct line is in my email signature.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion

From: Memberships <memberships@stonewall.org.uk>
Sent: 17 February 2021 10:34
To: [...]
Cc: [...] <[...].k>
Subject: Freedom of Information requests

Hi [...],

I hope you're well.

I'm reaching out while your account manager, [...], is on leave for the next ten days.

We've become aware that some of the public bodies we work with have received Freedom of Information requests relating to their work with Stonewall. Should you receive a request, please know that we're on hand to provide advice and support where possible.

You can contact us via this email address and a member of the team will get back to you within two days.

Kind regards,

[...]

Head of Indices and Resources

From: [...] <>
Sent: 17 February 2021 15:59
To: Memberships <memberships@stonewall.org.uk>
Cc: [...] <[\[...\]](#)>
Subject: RE: Freedom of Information requests

Hi [...]

Thanks for getting in touch.

Would it be possible to have a conversation with you about memberships. I had dropped [...] a line regarding this last week but would be useful to touch base with someone [...].

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[\[...\]](#)>
Sent: 18 February 2021 08:32
To: [...] <>
Subject: RE: Freedom of Information requests

Hi [...],

I'm more than happy to talk to you about your membership. I'm free most of the day tomorrow (apart from at 12pm or 4pm). Let me know a time that works for you.

Thanks,
[...]

[...]
Senior Membership Programmes Manager

From: [...] <>
Sent: 18 February 2021 09:17
To: [...] <[\[...\]](#)>
Subject: RE: Freedom of Information requests

Hi [...]

That would be fantastic thank you.

I'm free for a call at any time except 09:00-10:00 and 13:00-13:30.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...] <[...]>
Sent: 18 February 2021 11:46
To: [...]
Subject: RE: Freedom of Information requests

Thanks [...], I've sent over an invite.

[...]

[...]
Senior Membership Programmes Manager

From: [...]
Sent: 19 February 2021 13:21
To: [...]
Subject: Renewal of membership

Hi [...]

As discussed we are choosing not to renew our Stonewall Diversity Championship at this time.

Thank you for your support with this.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...]
Sent on: Friday, February 19, 2021 2:09:29 PM
To: [...]
CC: [...]
Subject: RE: Renewal of membership

Thank you, [...]. You know where we are in future if you want to re-join. Thanks so much for all the work you've done so far.

Copying in [...] as an FYI.

Thanks,
[...]

[...]
Senior Membership Programmes Manager

From: [...]
Sent: 22 March 2021 09:40
To: [...]
Cc: [...]
Subject: Stonewall Membership - Expiring soon

Dear [...]

Your current Diversity Champions membership is overdue for renewal from 08/03/2021. Renewal will cost 2500 + VAT. Please click the link below to ensure your membership continues and Ofsted doesn't lose:

- Access to best practice guides and resources
- Advice and support from our expert team
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBT inclusion

[Renew your membership now](#)

If you have already completed this renewal form, thank you and we'll be in touch soon.

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at [...]

[...]
Membership Operations Officer

From: [...]
Sent: 22 March 2021 09:43
To: [...]
Cc: [...]
Subject: RE: Stonewall Membership - Expiring soon

Hi [...]

To confirm I had the attached email exchange confirming that we are not seeking to renew at this time.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate

From: [...]
Sent: 06 May 2021 10:09
To: [...]
Cc: [...]
Subject: Your Stonewall Membership - Renewal

Dear [...]

Your current Diversity Champions membership is overdue for renewal from 8th March 2021. Renewal will cost £2500 + VAT. Please click the link below to ensure your membership continues and Ofsted doesn't lose:

- Access to best practice guides and resources
- Contact with the Stonewall Team for questions, queries and advice
- Assistance with your Workplace Equality Index submission
- Priority discounted access to earning opportunities and events
- Stonewall Diversity Champions branding to show your commitment to LGBTQ+ inclusion

Renew your membership now

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager, [...]

[...]

Senior Workplace Operations Officer | Bi Network Group Co-chair

From: [...]
Sent: 06 May 2021 10:13
To: [...]
Cc: [...]
Subject: RE: Your Stonewall Membership - Renewal

Hi [...]

To confirm we are not maintaining our membership please see attached correspondence.

Kind Regards

[...]
Senior HR Officer, Diversity and Inclusion
2 Rivergate