

Additional 2019 Stonewall Emails

From: Stonewall <no-reply@stonewall.org.uk>

Sent: 16 January 2019 16:10

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

Subject: Access your exclusive Stonewall members area

Access your exclusive Stonewall members area



Dear [...],

We're delighted to announce the new, personalised version of the online Stonewall members area.

You can now:

1. Create your own account password and log in to your personal dashboard
2. Access exclusive membership content in one place – including FAQs, logos and our events calendar
3. Browse, filter and favourite member-only resources

Log in now at:

<https://www.stonewall.org.uk/user/reset/25371/1547654979/cknAk0jvW6CP6R4...>

This link can only be used once to log in and will lead you to a page where you can set your password using the 'Update Your Details' form at the bottom of the page.

After setting your password, you will be able to log in at

<https://www.stonewall.org.uk/user> in the future using:

Username: [...]

Password: your password

We hope you enjoy exploring your new and improved Stonewall members area.

As ever, if you have any questions or feedback, please do let us know.

For Global Diversity Champions and Diversity Champions:

memberships@stonewall.org.uk

For School Champions: education@stonewall.org.uk

For CYPS Champions: cyps@stonewall.org.uk

Thank you.

Stonewall



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From: [...]

Sent: 15 January 2019 11:24

To: [...]

Subject: RE: Workplace Equality Index feedback meeting

Hi [...]

Good to speak to you yesterday.

To confirm your 2019 WEI result, your score was **42**, which gave you a rank of **319**. Well done on a great result – we would never expect an organisation taking part for the first time (or at least in a long while) to score anything higher than in the bottom quartile, so with 445 participating organisations this year you've done a great job.

As I also mentioned, **all results are strictly embargoed until the 21st January**, which is when we launch the Top 100 listing – so please do observe this embargo: please don't share your result

externally and only communicate internally on a strictly need-to-know basis (e.g. with very key stakeholders and for the purpose of prepping any comms). All results outside of the Top 100 are treated totally confidentially on our part, so we won't be disclosing your rank or score, or even reveal that you participated at all – you have full agency over that.

I look forward to seeing you at your feedback meeting!

Best wishes

[...]

[...]

Head of Public Sector Membership Programmes

From: [...]

Sent: 18 January 2019 10:01

To: [...] <>

Subject: RE: Workplace Equality Index feedback meeting

Hi [...],

Thanks for sharing this.

Before my time with Ofsted we previously had an account with Stonewall. Our People Director, who we shared the below with in confidence, has asked if it's possible to check:

- In our previous membership did we submit to the WEI?
- If so where did we rank?
- Can we have the feedback from that and when the year the submission went in?

Kind Regards

[...]

HR Officer| HR Strategy

2 Rivergate

From: [...]

Sent: 25 January 2019 12:27

To: [...]

Subject: RE: Workplace Equality Index feedback meeting

Hi [...],

First of all, sorry for the delay in getting back to you. With the Top 100 launch, it's one of our busiest weeks as I'm sure you can imagine!

I'm aware that Ofsted did previously submit quite a number of years ago, yes. I'm currently out of the office, so am not able to check on our records to find out which year exactly and what your rank was. I'll look this up on Monday.

Re feedback from that submission, since it was quite some time ago it's unlikely we'll still have the report on file, so just to manage your expectations on that front I may not be able to provide you with more information that your score.

On another note, I have a request regarding your feedback meeting that we have booked in on the 7th Feb. [...] I was wondering whether it might be possible to move the meeting to an earlier time (sometime between 9am and 2pm)?

Apologies for the inconvenience!

Best wishes

[...]

[...]

Head of Public Sector Membership Programmes

From: [...]

Sent: 25 January 2019 12:41

To: [...]

Subject: RE: Workplace Equality Index feedback meeting

Hi [...],

No problem at all thanks for coming back. If there's no information that's absolutely fine, we appreciate this was quite some time ago.

Would there be any chance of your sending a deputy in your place to the meeting on 7 February? It will be difficult to reschedule within February our end and unfortunately everyone's diary is booked out for the remainder of the day.

Kind Regards

[...]

HR Officer| HR Strategy

2 Rivergate

From: [...]

Sent: 25 January 2019 12:50

To: [...]

Subject: RE: Workplace Equality Index feedback meeting

Hi [...]

In that case I agree, it's best not to rearrange. I'll try to find someone to deputise, but if not we'll just stick with the original plan [...].

Have a great weekend!

Best wishes

[...]

[...]

Head of Public Sector Membership Programmes

From: [...]

Sent: 25 January 2019 12:51

To: [...]

Subject: RE: Workplace Equality Index feedback meeting

Wonderful thank you, and you as well!

Kind Regards

[...]

HR Officer| HR Strategy

2 Rivergate

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

Sent: 07 February 2019 10:37

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

Subject: RE: Workplace Equality Index feedback meeting

Hi [...],

Looking forward to seeing you this afternoon.

Apologies for not having gotten back to you about your previous result [...]

Your only previous entry was in 2012, in which you scored 126 and came 111th – obviously this was 7 years ago, between which a lot of things have changed and there has been a big increase in index participation.

Also, please find attached your feedback report. I'll be bringing a couple of spare copies with me, but if you could please print off for as many people as are in attendance that would be really appreciated.

Best wishes

[...]

[...]

Head of Public Sector Membership Programmes

From: [...] <>

Sent: 29 March 2019 11:41

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

Subject: Stonewall - new account manager

Hello [...],

I hope you are well? Of course we have already met during your WEI feedback meeting in London, but I'm emailing to 'formally' introduce myself as your new client account manager and I your dedicated point of contact at Stonewall.

It would be great if we could get a catch-up phone call in the diary, this would only take around half an hour and it would be an opportunity for me to hear about any work that has been happening since our last meeting, and a chance to answer any queries.

If you're considering entering the Workplace Equality Index 2020 this could be a good opportunity to discuss some next steps. I have availability next week on Tuesday - Friday, so let me know if any of these days work for you.

It would also be brilliant if you were able to join us in London on 26th April for Europe's leading event on LGBT inclusion in the workplace. [The programme](#) for the London Workplace Conference is closely aligned with the WEI and there are 24 different breakout sessions to choose from.

As a Diversity Champion you get exclusive access to discounted tickets, which can be booked [on our website](#). Let me know if you have any queries about the conference.

I look forward to speaking to you soon and working with Ofsted going forward.

Have a great weekend,

[...]

Client Account Manager – Public Sector

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

Sent: 01 April 2019 14:04

To: [...] <>

Subject: RE: Stonewall - new account manager

Hi [...],

Lovely to hear from you.

Yes that would be great. I'm free for a catch up all of tomorrow and any time from midday on Thursday.

Kind Regards

[...]
HR Officer| HR Strategy
2 Rivergate

From: [...] <>
Sent: 02 April 2019 12:21
To: [...]<[...]>
Subject: RE: Stonewall - new account manager

Hi [...],

Apologies for the delayed response, I was out of the office yesterday.

Thanks for letting me know your availability, shall we say Thursday afternoon? Shall we say 2pm? Let me know if that works and I'll send through a calendar invite.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]<[...]>
Sent: 02 April 2019 12:39
To: [...] <>
Subject: RE: Stonewall - new account manager

Hi [...],

No problem at all, 2pm works for me.

Kind Regards

[...]
HR Officer| HR Strategy
2 Rivergate

From: [...] <>
Sent: 02 April 2019 13:29
To: [...]<[...]>
Subject: RE: Stonewall - new account manager

Okay, great.

I'll call you at 2pm on [...] unless there is a better number to use?

Thanks,

[...]

Client Account Manager – Public Sector

From: [...]
Sent: 02 April 2019 13:37
To: [...] <>
Subject: RE: Stonewall - new account manager

No that number is perfect. Thanks.

Kind Regards

[...]
HR Officer| HR Strategy
2 Rivergate

From: Stonewall <memberships@stonewall.org.uk>
Sent: 05 April 2019 14:16
To: [...]<[...]>
Subject: Your April issue newsletter from Stonewall

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



Hi [...],

Welcome to your April newsletter from Stonewall. In this edition, find out how to help us improve our Workplace Equality Index, an exciting job opportunity, and what other Diversity Champions got up to over the past month.



[Book your London Workplace Conference tickets before they're gone](#)
With less than a month until our [London Workplace Conference on 26 April 2019](#), we hope you'll join us at Europe's leading conference on LGBT inclusion in the workplace.

You'll get to choose from **24 CPD-accredited sessions** which are designed and delivered by Stonewall inclusion experts and feature speakers from leading organisations who'll be sharing their best practice on LGBT inclusion.

Our programme is aligned with the [Workplace Equality Index](#) and includes a dedicated trans inclusion stream, with sessions such as Empowering all staff to champion trans inclusion and Creating a non-binary inclusive workplace.

We're also launching our new delegate engagement app, providing you with the unique chance to share ideas and network with over 1,000 professionals before, during and after the conference.

Diversity Champions like you can access discounted tickets, so book now to save.

[Book your tickets now](#)



Remember to have your say on the future of the Workplace Equality Index

We want to hear your feedback on the **Workplace Equality Index** and **Top 100 Employers** list. This will help us identify the next steps for our benchmarking work.

We'd be grateful if you would [complete our short survey](#) and share your thoughts and ideas. The survey takes just ten minutes to complete, and you can complete it even if your organisation has never submitted to the Workplace Equality Index.

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

[Take the survey](#)



[Share an exciting job opportunity with your networks](#)

We are currently recruiting for an interim Chief Operating Officer to join Stonewall. This is a one-year position to oversee the smooth running of the organisation during a transitional leadership period. This is a great secondment opportunity, and you or someone you know might be the perfect candidate for the role!

We'd love to see you circulate the post internally and through any other suitable networks you might have access to.

[Find out more and apply](#)



[What our Diversity Champions are up to](#)

- This month, **Rolls-Royce** hosted an Inter Engineering [workshop](#) looking at bi visibility, mental health within the bi community, and ways to better support bi colleagues. They were joined by representatives from a number of Engineering companies, as well as the Inclusion Initiative and senior role models from Rolls-Royce.

- **The Prince's Trust** created and [shared a video](#) in partnership with It Gets Better UK to showcase the voices and experiences of their LGBT staff, as well as LGBT young people they support as part of their work.

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

We'd also like to take this opportunity to give a very warm welcome to our new members: [B&Q](#), [BMT Global](#), [Cancer Research UK](#), [City of London Corporation](#), [Civil Aviation Authority](#), [The Coal Authority](#), [Coleg Cambria](#), [Hywel Dda University Health Board](#), [Hewlett Packard Enterprise](#), [LifeScan Scotland](#), [London Metropolitan University](#), [Mizuho International](#), [National Composites Centre](#), [Nuclear Decommissioning Authority](#), [Priory Group](#), [Qualifications Wales](#), [Royal Berkshire NHS Foundation Trust](#), [RSVP](#).

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



[Coming up](#)

17 April
Allies Programme
Cardiff

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

[Find out more](#)

26 April

London Workplace Conference

London

Learn best practice, expand your network and be inspired at this flagship event. Ideal for senior business leaders, HR and diversity professionals, LGBT staff and allies.

[Find out more](#)

26 April

Lesbian Visibility Day

Global

A day to celebrate and raise awareness of lesbian communities and culture.

[Find out more](#)

17 May

International Day Against Homophobia, Biphobia and Transphobia

Global

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

[Find out more](#)

6 June

Allies Programme

Manchester

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

[Find out more](#)

12 June

Role Models Programme

Manchester

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

[Find out more](#)

5 July

Children and Young People Conference

London

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

[Find out more](#)

Don't forget...

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

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

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

Very best wishes,

Darren Towers

Executive Director

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: memberships@stonewall.org.uk <memberships@stonewall.org.uk>
Sent: 08 April 2019 14:32
To: [...]<[...]>
Subject: Reset your Stonewall password

Reset your Stonewall password



Dear [...],

You recently sent a request to reset your password for access to your members' area on the Stonewall website.

Please use the link below to reset it.

[...]

It will lead you to your dashboard, where you can set your password using the 'Update Your Details' form at the bottom of the page.

The link can only be used once and expires after 24 hours. Nothing will happen if it isn't used.

If you did not request a password reset, please ignore this email.

Thank you.

Stonewall



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

Sent: 08 April 2019 14:22

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

Subject: Our new Network Group resources and Masterclass



Hi [...],

At Stonewall, we know that LGBT employee network groups are essential for creating LGBT-inclusive workplaces, and we want to give you the tools to get it right. Today, we're delighted to launch our new range of guidance and our Network Group Masterclass specifically for leaders, members and supporters of network groups.

[Read our new best practice resources](#)

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



Setting up an LGBT employee network group

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

Finding your collective voice

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

Attend our masterclass

We're also launching our brand new Network Group Masterclass event. The first of these will be taking place on 28 June in Birmingham.

Leading a network group is a rewarding opportunity to influence meaningful change within an organisation. This CPD-accredited event combines leadership development, practical workshops and inspiring speakers to help your network group succeed.

This one-day event is open to anyone who holds a leadership position in an LGBT network group such as chairs, co-chairs, committee members or representatives. The event offers you the chance to:

- **Develop your leadership skills** in a morning session designed by the team behind our flagship leadership programme
- **Learn practical skills** in interactive workshops written by Stonewall experts that will help you create tailored action plans
- **Expand your network**, among over 100 LGBT network group leaders from British and global organisations.

In addition to your Diversity Champion discount, the first 20 tickets are available at an exclusive super early bird price, don't miss out!

[Book Now](#)

We hope you find these guides useful, and you're able to join us at the Masterclass event. Your account manager is on hand to answer any questions you have.

Very best wishes,

Darren Towers
Executive Director



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From: Stonewall <memberships@stonewall.org.uk>
Sent: 10 May 2019 10:04
To: [...]<[...]>
Subject: Join our exclusive webinar on inclusivity in procurement

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

Kindly hosted by PA Consulting

Inclusivity in Procurement: Webinar

You are cordially invited to join Stonewall's new **Inclusivity in Procurement** webinar, an exclusive benefit of your Diversity Champions membership. We encourage you to share the invitation within your organisation and networks.

The session will include our client account managers discussing the issues around driving inclusivity when procuring services and a live Q&A session.

Organisations that embed LGBT inclusion into procurement and commissioning practices are able to provide a far better service to LGBT service users and customers. They are also working to support other organisations to be LGBT inclusive by holding suppliers to account. The webinar will explore cross-industry best practice for ensuring LGBT inclusion in your supply chain by discussing:

- The business benefits of supplier diversity
- How to implement a procurement process and encourage suppliers to improve their workplaces and services for LGBT people
- Practical information on how to monitor suppliers for quality

The webinar will take place on the 21 May, at 11am.

[Please register here](#)

Joining instructions

During the event, please send in your questions using Slido:

1. Open a browser on any laptop, tablet or smartphone
2. Go to slido.com
3. Enter the event code **#X379**

For any enquiries, or to send in questions before the event, please email memberships@stonewall.org.uk.

Kind regards,

Jaipreet Deo

Memberships Project Officer



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From: [...]
Sent: 30 May 2019 09:48
To: [...] <>
Subject: Ofsted vacancies

Hi [...]
Ofsted have an upcoming vacancy at Senior Civil Service level. We are interested in using the Proud Employers job site to promote it – is this something you would be able to help me with?
The last time we advertised I spoke to [...]but [...] has passed me your contact details [...].
Please can you advise if there would be a cost attached and confirm the deadline for submission (to go live on 10 June).
Many thanks

[...]

From: [...] <>
Sent: 30 May 2019 10:06
To: [...]
Cc: [...]<[...]>
Subject: RE: Ofsted vacancies

Hello [...]
Thanks for getting in touch, and it's great to hear you're looking to advertise this senior role on Proud Employers.
I've copied my colleague [...] into this email, who you might have spoken to before, and they will be able to arrange this for you and provide information on costs and deadlines.
Many thanks,
[...]

Client Account Manager – Public Sector

From: [...]
Sent: 04 June 2019 12:25
To: [...]<[...]>
Subject: Stonewall Workplace Equality Index 2020: Open for submissions

Dear [...],

I'm getting in touch to let you know that the 2020 Stonewall Workplace Equality Index is now open!

The 2020 Workplace Equality Index: open for Submissions

The Workplace Equality Index is the UK's leading tool for benchmarking LGBT inclusion in the workplace. It's a framework to help you create more inclusive workplaces. Taking part is the best way to make the most of your organisation's Diversity Champion membership.

It doesn't matter whether you answer all the questions or just a few. Taking part means:

- o We'll review and evaluate all the LGBT inclusion work you're doing
- o We'll analyse your employees' opinions and attitudes through the staff feedback questionnaire
- o We'll create a feedback report for you with scores, comments and survey findings
- o We'll run a feedback session – either face to face or over the phone – on the great things you're doing and, most importantly, where you can improve.

The top scoring 100 entrants will be celebrated when we launch our annual [Top 100 Employers](#) report in January 2020.

The submission deadline is midnight **Monday 9 September 2019** and we will not be able to accept any late entries. Make sure you've got a project team raring to go and set some internal deadlines over the summer.

[FIND OUT MORE](#)

[START YOUR SUBMISSION](#)

The Staff Feedback Questionnaire

Part of the Workplace Equality Index is a staff feedback questionnaire. The survey assesses the impact of organisational practice on LGBT inclusion in your workplace. The results of the survey are worth 10% of the total available points for your submission.

Important note: when you send the survey to your employees, you should also provide your organisation's 4-digit code. This is a unique identifier which ensures your employees responses are assigned to your organisation. Your survey code is: **1466** and the survey [can be found here](#).

Free empowerment programme for early entrants

All Diversity Champions that submit to the Workplace Equality Index before 9 August 2019 will receive a free place on our digital allies programme in January.

New bi-specific questions

In the 2019 Index, we've added some new bi-specific questions covering topics such as network group activity, allyship and monitoring.

These new questions will not affect your score. However, answering the bi-specific questions will help you self-assess and improve your initiatives, and will help Stonewall to showcase best practice. While the questions won't affect your 2020 score, they could help you win Stonewall's 2020 Bi-Inclusive Workplace award.

Best of luck and remember that the Stonewall team is on hand to answer any questions!

[...]

Index and Benchmarking Manager

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

Sent: 06 June 2019 10:52

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

Subject: Get discounted Manchester Workplace Conference tickets today

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



Hi [...],

Welcome to your June newsletter from Stonewall. In this edition, find out how you can enter this year's Workplace Equality Index, get discounted tickets to our Manchester Workplace Conference and our new Network Group Masterclass, and more!

The 2020 Workplace Equality Index is open for submissions

The Workplace Equality Index – the UK's leading tool for benchmarking LGBT inclusion in the workplace – is now open for submissions. This is a great way to assess your organisation's progress in LGBT inclusion and gain valuable feedback from us. The top scoring 100 entrants will be celebrated when we launch our annual [Top 100 Employers](#) list in January 2020.

Part of the Workplace Equality Index is an employee feedback survey. The results of the survey are worth 10% of the total available points for your submission. When you send the survey to your employees, you'll need to provide your organisation's 4-digit code. This is a unique identifier which ensures your employees responses are assigned to your organisation. If you haven't received your code, please contact memberships@stonewall.org.uk.

The submission deadline is midnight **Friday 9 September 2019** and we will not be able to accept any late entries.

[Find out more](#)

[Start your submission](#)



Get your super early bird Manchester Workplace Conference tickets before they're gone

Tickets are now on sale for our [Workplace Conference](#) in Manchester on 27 September.

Our conferences are the UK's leading events on LGBT diversity and inclusion and offer delegates a unique chance to:

- **Learn best practice** in 12 CPD-accredited sessions led by inclusion experts, which will help you create practical action plans.
- **Expand your network** among over 300 professionals committed to inclusion in the workplace.
- **Be inspired** by our speakers and by one another. Speakers come from a range of leading organisations and will give you innovative ways to bring this work to life.

Diversity Champions like you can access [discounted tickets](#), and you can save more with our super early bird tickets.

[Book now](#)



Don't miss our Network Group Masterclass

LGBT network groups can be an organisation's strongest resource for inclusion work. That's why we've launched a new full-day event providing the leadership skills and practical knowledge for your network group to become a real force for change.

The event, on 28 June in Birmingham, is open to anyone in a leadership position in an LGBT network group. Delegates will collaborate and share ideas with more than 100 network group leaders from a wide range of sectors, industries and areas. Diversity Champions like you can access discounted tickets from as little as £180.

[Book now](#)



What our Diversity Champions are up to

The L'Oréal logo is displayed in a bold, black, sans-serif font. The 'L' and 'O' are significantly larger than the other letters, creating a distinctive visual identity.

This month, to coincide with International Day Against Homophobia, Biphobia & Transphobia, **L'Oréal UK & Ireland** ran a range of activities to raise funds for Stonewall – including a raffle and a Beyonce Music Video Dance Class. They raised over £900 and created some great content to share internally and on social networks.

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

We'd also like to take this opportunity to give a very warm welcome to our new members: [Ageas Insurance](#), [Arm](#), [Budweiser Brewing](#), [Capital One](#), [Curtin University](#), [Diageo](#), [McCann](#), [Motability Operations](#), [Northamptonshire Healthcare NHS Foundation Trust](#), [Northridge Law LLP](#), [Penguin Random House](#), [Ulster University](#), [Scottish Fire and Rescue Service](#), [Southern Health NHS Foundation Trust](#).

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



Have you booked on to our Trans Allies Programme?

As part of Stonewall's commitment to trans equality, we are proud to be running a Workplace Trans Allies Programme in London on 12 June. The programme will empower attendees to be active and positive allies who work to create more inclusive workplaces for all trans people.

[Book your space now](#)



Coming up

12 June

Role Models Programme

Manchester

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

[Find out more](#)

27 June

Allies Programme

Cardiff

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

allies to LGBT people.

[Find out more](#)

5 July

Children and Young People Conference

London

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

[Find out more](#)

17 July

Inclusive Service Delivery Programme

Llanelli

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

[Find out more](#)

17 July

Trans Allies Programme

Aberystwyth

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

[Find out more](#)

Don't forget...

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

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

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

Very best wishes,

Sanjay Sood-Smith

Executive Director

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



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From: Stonewall <memberships@stonewall.org.uk>
Sent: 20 June 2019 14:30
To: [...]<[...]>
Subject: Your new opportunity to recruit diverse talent

[View this email in your browser](#)



Hi [...],

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

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

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

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

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

As a Diversity Champion, you'll automatically receive a [listing](#) on the Proud Employers website, and can exclusively advertise job vacancies within your organisation. To celebrate the newly integrated site, we're offering introductory special discounts to new users, with up to 30% off - [get in touch with our team](#) to find out more and make the most of this offer. All income generated through Proud Employers is invested back in to Stonewall's wider work, ensuring we achieve our mission of acceptance without exception for LGBT people.

If you have any questions, please get in touch with your account manager or memberships@stonewall.org.uk and we'll be happy to help.

Very best wishes,

Sanjay Sood-Smith

Executive Director



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From: [...] <>
Sent: 27 June 2019 14:01
To: [...]
Subject: RE: WEI - comms related questions

Hi [...],

Yes, only a few of the questions on the WEI have changed slightly in wording for the 2020 WEI, but it is definitely worth having a copy in order to be working on the right version. I've attached the full reference document, but please also see below some extra information around the WEI which I'm in the process of sending out to clients.

Some WEI reminders:

The submission deadline is midnight **Monday 9 September 2019** and we will not be able to accept any late entries. Make sure you've got a project team raring to go and set some internal deadlines over the summer.

[FIND OUT MORE](#)
[START YOUR SUBMISSION](#)

The Staff Feedback Questionnaire

Part of the Workplace Equality Index is a staff feedback questionnaire. The survey assesses the impact of organisational practice on LGBT inclusion in your workplace. The results of the survey are worth 10% of the total available points for your submission.

When you send [the survey](#) to your employees, you should also provide your organisation's 4-digit code. This is a unique identifier which ensures your employees responses are assigned to your organisation. If you don't already have your organisation's 4-digit code, please let me know and I will send it across to you.

Pre-submission support

Before you enter, we can look over a draft of your submission. To request this, simply send me a copy of your submission any time before Friday 9 August (we won't be able to review submissions

provided after this deadline). You can download your submission from Stonewall Submit and send it to me by email. I will then give you a one-page document with top-line feedback and pointers, which I'll aim to get back to you within two weeks so that you have time to make any changes before the submission deadline.

Enter the 2020 awards

Every year, alongside celebrating the Top 100 Employers, we celebrate individuals, networks and organisations that are leading the way on LGBT inclusion. This year's categories are: Lesbian Role Model; Gay Role Model; Bi Role Model; Trans Role Model; Ally; Senior Champion; Network Group and the Bi-Inclusive Workplace award, celebrating an employer leading the way on bi-inclusion, as well as a range of national and regional awards to be won. You can apply (or nominate) for any of the awards by filling the nomination form, which can be found under section 10 of the Workplace Equality Index.

Best of luck and please don't hesitate to let me know if you have any other questions!

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 27 June 2019 14:30

To: [...] <>

Subject: RE: WEI - comms related questions

Fantastic thanks [...].

From: [...]

Sent: 03 July 2019 15:59

To: [...] <>

Subject: WEI evidence question

Hi [...],

We're currently pulling together our evidence for September's submission and one of our LGBT+ network members has asked if it's possible to upload recordings of webinars the network have hosted in the last year. They feel the evidence is richer in the recordings than it is in the slide packs.

Is this something that we're able to upload to the portal? Either as a link or audio file? If not would a transcript of the session be acceptable evidence?

Bi Visibility Day: [...]

IDAHOBIT (Intersex): [...]

Kind Regards

[...]

HR Officer | HR Strategy
2 Rivergate

From: [...] <>

Sent: 08 July 2019 10:48

To: [...]
Subject: RE: WEI evidence question

Hi [...],

I hope you had a good weekend?

So it is technically possible to upload audio to your submission – [you can see here a full list of all accepted files](#). However, if you have a transcript then that would definitely be sufficient and probably more accessible for those marking the submissions.

I hope that answers your questions, let me know if there's anything else I can help with.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]
Sent: 08 July 2019 11:06
To: [...] <>
Subject: RE: WEI evidence question

Hi [...],

I had a great weekend thank you, hope you did too.

Thanks for clarifying, I'll share this advice with the network.

Kind Regards

[...]
HR Officer | HR Strategy
2 Rivergate

From: [...]
Sent: 02 August 2019 12:54
To: [...]
Cc: [...]
Subject: Stonewall Manchester Workplace Conference
Hello [...]

I hope you're well and looking forward to the weekend.

I'm getting in touch to flag that tickets are now on sale for our for our [Manchester Workplace Conference](#) and there are two weeks left to take advantage of the public sector early bird ticket rate, which ends on 16th August.

I can see that Ofsted haven't attended this conference before, so I thought it would be useful to highlight some specific reasons for your organisation.

Why should Ofsted attend Manchester Workplace Conference:

- Higher public sector attendance - last year 60% of delegates at our Manchester Conference were from the public and third sectors, meaning this is a great environment to learn sector specific best practice and network with other similar organisations
- More of a regional focus – less London-centric and an opportunity to network with other people either from regional offices or from organisations that don't have a London HQ
- A great starting point – with a smaller number of delegates than our London Conference (350 vs 1000), it can be a good learning environment for those attending their first Workplace Conference
- Two brand new sessions: *Championing trans inclusion as a senior leader* and *Discussing LGBT health in the workplace*
- An opportunity to connect with local community groups – charities and community groups will have stalls at our conference, including Sparkle, Action for Children and Rainbow Noir
- Last year **94%** of delegates rated our Manchester Workplace conference as excellent or good

If you need assistance with a business case for booking tickets, I'll be more than happy to help with this so just let me know.

Don't hesitate to get back to me with any queries, and please pass on to those within Ofsted who would be interested in this great development opportunity.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 02 August 2019 14:47

To: [...] <>

Subject: Stonewall Workplace Equality Index 2020 - first draft

Hi [...],

As discussed please find our first draft of the WEI. There are a few sections that we have yet to update but these are clearly marked.

Any comments or feedback would be greatly appreciated.

Kind Regards

[...]

HR Officer | HR Strategy
2 Rivergate

From: [...]

Sent: 02 August 2019 15:58

To: [...]

Subject: RE: Stonewall Workplace Equality Index 2020 - first draft

Hello [...],

Thanks so much for sending your draft submission through for review.

I will look through the attached draft submission and I will then send you a one-page document with top-line feedback and pointers, which I will get back to you within two weeks so that you have time to make any changes before the submission deadline.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...] <>

Sent: 07 August 2019 13:50

To: [...]

Subject: RE: Stonewall Workplace Equality Index 2020 - first draft

Hello [...],

Please find attached your pre-submission review for the 2020 Workplace Equality Index.

Well done so far, it's clear that lots of good work has gone into this, and I hope all of my comments are helpful.

Best of luck with getting everything together for the final submission deadline on the 9th September.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 07 August 2019 16:17

To: [...] <>

Subject: RE: Stonewall Workplace Equality Index 2020 - first draft

Hi [...],

Fantastic thank you for coming back on this so quickly.

Kind Regards

[...]

HR Officer | HR Strategy
2 Rivergate

From: [...] <>
Sent: 11 September 2019 12:33
To: [...]<[...]>
Cc: [...]
Subject: RE: Stonewall Manchester Workplace Conference

Hello [...],

I hope everything went well with getting your submission together, and thank you again for submitting to this year's Workplace Equality Index and for your continued commitment to LGBT equality in the workplace. We'll be marking submissions over the coming months and I look forward to discussing this with you in the new year.

In the meantime don't hesitate to get in touch with any requests for support, and I wanted to reach out to ensure you'd reserved your tickets for our [Manchester Workplace Conference](#) on **27 September**.

After completing the submission you'll have a comprehensive overview of your current work and ideas of what you'd like to work on for the coming year. I believe that attending this event would be an excellent way to begin this for a number of reasons:

- We have a choice of 12 CPD-accredited sessions which are linked to areas of the Index so you can plan a day that works for you as an organisation
- All of our sessions are designed and delivered by inclusion experts and provide an opportunity to create practical action plans tailored to your context
- The event is a unique opportunity to network with over 300 others committed to LGBT equality and can help you build partnerships which will strengthen your work over the coming year.

Especially for your Manchester office, because the event is local to them it's a great opportunity to meet other organisations in the area and will be a low-cost way to invest in your work.

[Booking your tickets](#) costs just £250 +VAT with your Diversity Champions discount. If you need support to make the business case to your organisation you can download a template from our website or I'm more than happy to support.

As always please do pass this on to anyone at Ofsted who would be interested in this great opportunity.

I also thought I should give you a survey response update – which is now at **50**.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...] <>
Sent: 04 December 2019 11:18
To: [...]
Subject: Booking your WEI benchmark feedback meeting

Hello [...],

I hope you're well!

I'm getting in touch to arrange your Workplace Equality Index benchmarking meeting.

Your Index score and rank will be shared with you in January. Note that there is a strict embargo on any scores or rankings until the launch of the Top 100 on January 30th.

Our benchmarking meeting can take place from January 21st – March 27th. This is a 2-hour meeting with you and your key stakeholders present:

- A senior leader, for example your HR director/Head of D&I/executive sponsor of the network/senior champion of the network
- Your LGBT network group co-chairs
- A representative from HR (for example your recruitment/development and learning/monitoring teams)
- A representative from your procurement team
- A representative from your business development team
- Anyone else who completed your submission

This meeting has specific purposes:

- To share a top-line benchmark (for example, how your organisation is performing generally, in your sector and in your region)
- To share insights from the Staff Feedback Questionnaire (subject to your organisation's final response numbers)
- To share feedback on each section of your submission, include areas of good practice and areas for improvement
- To discuss how you can build an action plan and how Stonewall can help

I encourage you to think strategically about who you might want in the room to create an action plan that can be shared and delivered across your organisation. Please note that we can't hold separate meetings to share feedback with individuals or teams who can't attend the meeting. If senior leaders can't be present for the whole meeting, we find it is still helpful for them to join the first 30 minutes to hear the top-line benchmark and report.

You can view my benchmarking availability, either:

- On your calendar app [...]

Please note – this calendar is being shared with other WEI entrants, so we will not display any organisational information on it.

I have also marked my calendar with regional locations, so please choose dates where your location is marked.

Please review the available meeting slots and let me know:

1. Three preferred meeting dates and times. Please hold all three of these in attendees' calendars where possible.
2. If you'd like to have the meeting in person or by video conference (Microsoft Teams).
3. If in person, whether you'd like us to visit you or you to come to our offices? Note: the latter option will be subject to meeting room availability.
4. If we will be visiting you, the address where the meeting will take place and any advice on travel that we may find helpful.
5. Who is likely to attend the meeting from your organisation. Please include names and job roles.
6. Whether anyone attending the meeting has any access requirements that we should be mindful of when planning and delivering it.

Once I've received your reply, I will be in touch within a week to confirm our meeting date. In the meantime, please let me know if you have any questions.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]
Sent: 09 December 2019 11:57
To: [...] <>
Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],
Can we tentatively book in the afternoon of the 17/02 for now in London? I have time in our senior leaders diary in between 13:30-15:30 and will look to confirm with the rest of the listed attendees ASAP.
Kind Regards
[...]
HR Officer| HR Strategy
2 Rivergate

From: [...] <>
Sent: 11 December 2019 14:53
To: [...]
Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],
Thanks for getting back to me on this. Unfortunately I won't be able to book in that time. I would be grateful if you could take a look through the available benchmarking slots in the calendar I shared and let me know which of those suit best? This is a new process for this year, and as I have 24 of these meetings to book in, keeping this structure is the best way for me to organise it. Of course I will aim to be as flexible as possible to ensure maximum attendance.
We are aiming to keep all Mondays free as office days, and also the w/c 17th Feb will be our 'reading week' when we don't deliver any benchmark meetings, which is why I have no available slots listed that week in the calendar.
Let me know if you've got any queries.
Best wishes,
[...]

Client Account Manager – Public Sector

From: [...]
Sent: 12 December 2019 10:38
To: [...] <>
Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],
Apologies I don't think the calendar view you've shared with me is pulling through correctly then as that week looks clear my end? It may be easier if you let me know your availability and I can match that against our senior leaders who will be coming to this meeting.
Kind Regards
[...]
HR Officer| HR Strategy
2 Rivergate

From: [...] <>
Sent: 12 December 2019 11:44
To: [...]
Subject: RE: Booking your WEI benchmark feedback meeting
Hi [...],

Apologies for any confusion here, all my availability is listed in that calendar as 'WEI 2020 benchmarking slot', and then you can send me through your top three preferences out of those slots.

That week is 'clear' because there are not benchmarking slots available. I hope that makes sense?

Many thanks,

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 12 December 2019 11:47

To: [...] <>

Subject: RE: Booking your WEI benchmark feedback meeting

Thanks [...] that does. Apologies when we looked through we assumed those slots were booked up. I'll come back to you with a date ASAP

From: [...] <>

Sent: 12 December 2019 11:52

To: [...]

Subject: RE: Booking your WEI benchmark feedback meeting

Okay great, thanks [...].

When you come back to me if you could answer these following questions that would be really helpful. Thanks!

1. Three preferred meeting dates and times. Please hold all three of these in attendees' calendars where possible.
2. If you'd like to have the meeting in person or by video conference (Microsoft Teams).
3. If in person, whether you'd like us to visit you or you to come to our offices? Note: the latter option will be subject to meeting room availability.
4. If we will be visiting you, the address where the meeting will take place and any advice on travel that we may find helpful.
5. Who is likely to attend the meeting from your organisation. Please include names and job roles.
6. Whether anyone attending the meeting has any access requirements that we should be mindful of when planning and delivering it.

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 12 December 2019 12:18

To: [...] <>

Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],

Thanks for this. I'll check in with the attendees on the below and come back ASAP.

The only dates we can make are the 20/01 slot and the 27/02 slot both at 10:00.

Kind Regards

[...]

HR Officer| HR Strategy
2 Rivergate

From: [...] <>

Sent: 16 December 2019 11:09

To: [...]

Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],

There isn't a slot available on 20th Jan – but I could do 21st? Is this meeting to take place in your London offices?

Unfortunately it doesn't look like the 27th will be a possibility.

Best wishes,

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 16 December 2019 11:33

To: [...] <>

Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],

Thanks for your call. I've checked in with [...] and she's advised that currently the only availability would be either the 22 January anytime between 10:30-13:30 or the 5 February between 13:00-15:00. I'm happy to meet you either at the London office in Jan or the Bristol office in February as discussed so we can conference others in.

Kind Regards

[...]

HR Officer| HR Strategy
2 Rivergate

From: [...] <>

Sent: 16 December 2019 11:43

To: [...]

Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],

Thanks for this, let's book in **January 22nd 10.30am – 12.30pm**.

A meeting in the London office with other conferenced in sounds like the best idea.

Once you know, could you please also send through a list of who is likely to attend the meeting from your organisation including names and job roles. Also whether anyone attending the meeting has any access requirements that we should be mindful of when planning and delivering it.

To ensure you can easily co-ordinate your teams' attendance, please set up your own internal calendar invite. Please keep attendance to maximum 10 people.

I'll be in touch a few days before the meeting with your WEI report and the full agenda. Please do let me know if you have any questions in the meantime.

I look forward to catching up with you then,

[...]

Client Account Manager – Public Sector

From: [...]

Sent: 16 December 2019 12:33

To: [...] <>

Subject: RE: Booking your WEI benchmark feedback meeting

Hi [...],

Perfect I have sent through invites and will confirm with you our full list of attendees ASAP.

Kind Regards

[...]

HR Officer| HR Strategy

2 Rivergate

From: [...] <>

Sent: 16 December 2019 12:35

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

Subject: RE: Booking your WEI benchmark feedback meeting

Thanks [...].

Have a good afternoon,

[...]

Client Account Manager – Public Sector

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

Sent: 19 December 2019 13:15

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

Subject: Join Europe's leading conference on LGBT inclusion at work

[View this email in your browser](#)



Programme launched for Stonewall London Workplace Conference 2020

Thank you for all the work you've done this year to advance LGBT equality in your organisation. We're excited to work with you in the coming year and would like to start

by inviting you to [Europe's leading conference](#) on LGBT inclusion at work.

On **3 April** we'll be welcoming over 1,000 professionals to London to learn and share the latest best practice on LGBT inclusion. Find out more [here](#).

Learn best practice

We're excited to share the first look at [this year's programme](#), which offers you the opportunity to learn best practice through a choice of over 20 interactive sessions.

In each session you will:

- **Learn from Stonewall experts** who've developed sessions from their experiences working with a range of organisations
- **Hear from leading organisations** who'll be sharing their work and expertise in all sessions
- **Develop practical action plans** with guidance from Stonewall and ideas from other delegates

As this is a key event for Diversity Champions, you have access to discounted tickets.

Early bird tickets cost as little as £309.

[Early bird tickets available here](#)

Grow your network

You'll have a unique chance to grow your network among over 1,000 attendees from a range of sectors. Content is particularly suitable for Diversity and Inclusion and HR professionals, senior leaders and LGBT network groups.

Organisations already attending include:



We look forward to seeing you at the Stonewall London Workplace Conference 2020.

See you then!

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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