

From: [REDACTED]
To: [REDACTED]
Subject: Access to member pages
Date: 27 January 2021 16:34:00
Attachments: [image001.png](#)

Hi [REDACTED], whats the best approach for staff who may want to access the member pages for your stonewall site?

At present I think only two emails can use the site, but we would like to direct staff traffic to the member pages. Is there a way we can make this happen?

Thank you

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist

I support LGBT+ staff within DVSA

Supporting embRACE SNG to create 'A Great Place to Work'

BLACK LIVES MATTER

HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: Stonewall
To: [REDACTED]
Subject: An important message from Stonewall
Date: 17 June 2020 17:35:03

[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, [REDACTED]:

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,





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.

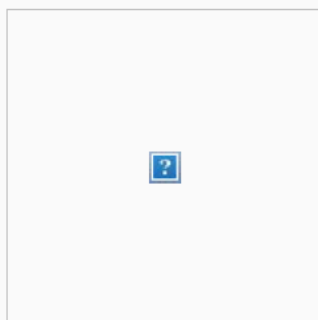
Stonewall can provide guidance for your letter. Please email robbie.desantos@stonewall.org.uk for more information.

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,

Mark Kember
Director of Membership Operations



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From: [REDACTED]
To: [REDACTED]
Subject: Automatic reply: DVSA Quarterly Catchup
Date: 17 August 2020 11:08:35

Hi, thanks for your email.

I'm on leave till the 2nd of September.

If it's urgent please contact [@u.xxx](#) who will be able to
any general queries.

help with

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: Stonewall
To: [REDACTED]
Subject: Black History Month and last chance to register your interest for the Workplace Equality Index
Date: 01 October 2020 10:00:22

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Dear colleague,

This year, Stonewall will be celebrating Black History Month by sharing experiences of Black LGBT people.

Every October, Black History Month is a celebration of all Black life, including Black lesbian, gay, bi and trans people.

For all of us at Stonewall, Black History Month is an opportunity to highlight the work and contributions of Black LGBT people, which are too often forgotten and erased.

The murders of George Floyd and Breonna Taylor this summer sparked an unprecedented

wave of international activism against structural racism that demanded reform and accountability in saying: Black Lives Matter.

Black History Month comes at a time when there has never been more focus and attention given to the struggles and discrimination that Black people face in the UK and worldwide.

Black people have always been at the centre of the LGBT liberation movement from Marsha P. Johnson and Stormé DeLarverie, who were major figures in the Stonewall uprisings of 1969, to modern day LGBT leaders like Munroe Bergdorf and Lady Phyll.

This year Stonewall's Black LGBT staff aim to highlight the incredible contributions that Black LGBT people and Black LGBT-led organisations are making throughout the UK, as well as share the richness of queer Black activism.

Our Black LGBT staff aim to use our platform to provide a space to meaningfully centre a wide range of Black LGBT voices, with a particular focus on Black trans voices, when many of their experiences can be overlooked.

We will also share resources on how to be a better ally to Black LGBT people. If you want to get started, make sure you:

- Listen to the voices of a community that has been historically erased
- Support Black LGBT communities by recognising the privilege that you have
- Showcase those communities, be it in the workplace, in social spaces or just in your personal lives

[Visit our Black History Month hub](#)

Last chance to register your interest

Expressions of interest for Workplace Equality Index criteria consultancy sessions close at midnight tomorrow, **2 October**.

Your session forms part two of the [Workplace Equality Index support series](#) and is included in your Diversity Champions membership at no extra cost.

[Express your interest now](#)

If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

Thank you and best wishes,



Head of Workplace

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From: Stonewall
To: [REDACTED]
Subject: Book your criteria consultancy session
Date: 03 September 2020 09:59:33

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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,



Head of Workplace

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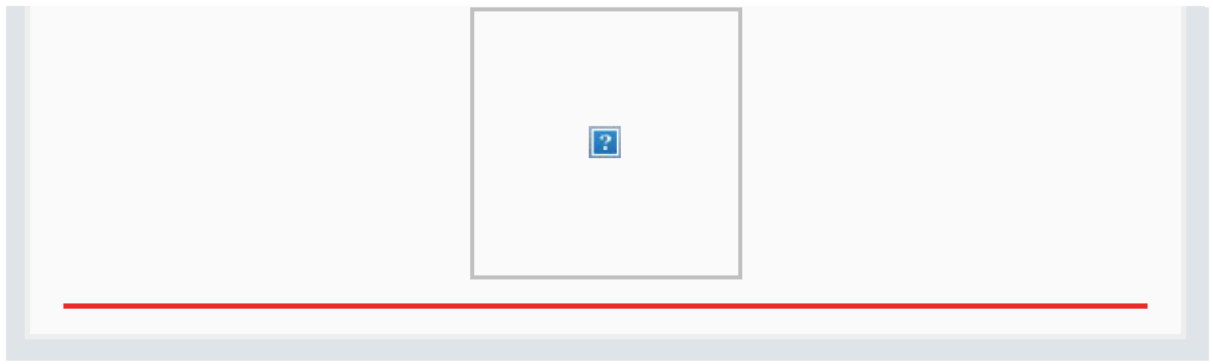
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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Canceled: DVSA Quarterly Catchup
Importance: High

Hi all

Sorry to cancel this meeting but I'm now on leave this week. Could you please provide some availability for the w/c 7th of September for us to reschedule.

Best
[REDACTED]

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From: [REDACTED]
To: [REDACTED]
Subject: Declined: DVSA Quarterly Catchup

Hi [REDACTED], so sorry I've got completely muddled with the various meetings we've scheduled. Can we push this back?
Apologies, I should have responded sooner than now.
Hope that's ok

From: [REDACTED]
To: [REDACTED]
Subject: Declined: DVSA WEI CCS

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: DVSA Stonewall DC Renewal
Date: 27 January 2021 16:34:44

Hi A [REDACTED],

Hope you're doing well.

Checking in regarding renewal of Diversity Championship membership. DVSA membership expired on the 1st of Jan. We're hopeful that you'll renew again this year so we can continue working with you.

To renew your membership please fill in the [renewals typeform](#). If memory serves correctly historically all DfT group members renew at the same time and usually pay via one invoice, but we still need the renewal typeform completed for each org and a reference regarding the need to pay via a single invoice.

I'll be in touch soon to book in catchups for this year once I know you're moving forward with renewal. We're currently planning on running the WEI this year but we're considering some changes such as a possible longer window to complete the submission to ease the burden on organisations, possibly moving the submissions window back a month. I'll be able to advise more by mid next month and of course we'll update all DCs anyway.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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

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[REDACTED]

Sorry everyone, just noticed that Outlook hadn't auto defaulted to Teams, please see Teams invite

Microsoft Teams meeting
Join on your computer or mobile app
Click here to join the meeting

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From: Stonewall
To: [REDACTED]
Subject: Engage your staff around key LGBT inclusion dates
Date: 20 October 2020 12:39:53

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Dear colleague,

This October, we hope you've been making the most of the [Stonewall Black History Month Hub](#). It contains a wealth of information and resources to help you celebrate and educate.

To complement these resources and support your learning you can book your place on our upcoming digital workshop, 'Being a better ally to LGBT People of Colour'. This is the first in a series of workshops themed around key LGBT inclusion dates.

Being a better ally to LGBT People of Colour
29 October 11.00 - 13.00

You'll have the opportunity to take part in a best practice workshop and hear a live interview with Martha Awojobi from [Charity so White](#). This session will help you develop the knowledge and skills to step up as an ally.

[Find out more](#)

Upcoming Workshops

This workshop is the first in a series. All sessions last two hours and are delivered on Zoom, tickets cost between £40 and £60 using your Diversity Champions discount. Please see below for more dates and themes.

First Steps to Trans Inclusion

18 November 11.00 - 13.00

On Trans Day of Remembrance, this is an opportunity to learn more about the practical ways you can create a more inclusive workplace for trans people.

[Find out more](#)

Introduction to LGBT Allyship

3 February 11.00 - 13.00

During LGBT history month this workshop will help delegates understand more about the experiences of LGBT people at work and how to be an ally at work.

[Find out more](#)

If you'd like to engage more of your colleagues we are able to offer these and many more digital workshops exclusively for your staff. If you'd like to discuss how this could work for you please email us empowerment@stonewall.org.uk

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

Very best wishes,



Head of Empowerment



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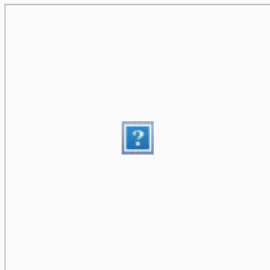
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From: Stonewall
To: [REDACTED]
Subject: Introducing the new Workplace Equality Index criteria
Date: 18 June 2020 14:42:18

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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: Stonewall
To: [REDACTED]
Subject: Learn to overcome common LGBT inclusion challenges
Date: 09 February 2021 10:59:29

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Dear colleague,

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

Learn to overcome common LGBT inclusion challenges

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

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

Book your place now

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

Eight short sessions running between 24 February and 1 April

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

We look forward to seeing you there.

Very best wishes,

[Redacted Signature]

Assistant Director of Workplace



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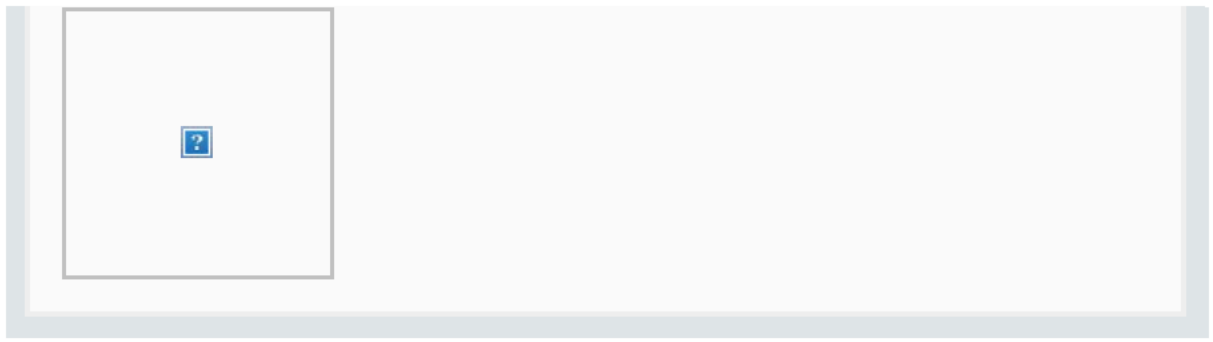
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From: [REDACTED]
To: [REDACTED]
Subject: Meeting Forward Notification: DVSA Quarterly Catchup

Your meeting was forwarded

McLean, [REDACTED]
<mailto:/o=ExchangeLabs/ou=Exchange%20Administrative%20Group%20(FYDIBOHF23SPDLT)/cn=Recipients/cn=5cc49d2342a5410cba717e11bc193e64-McLean,%20And> has forwarded your meeting request to additional people

Meeting

DVSA Quarterly Catchup

Meeting Time

20 May 2020 13:00 - 20 May 2020 14:30

Recipients

[REDACTED]
<mailto:/o=ExchangeLabs/ou=Exchange%20Administrative%20Group%20(FYDIBOHF23SPDLT)/cn=Recipients/cn=43be35dd8045484a83511b7c34f71792-Allan,%20Gary>

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

From: [REDACTED]
To: [REDACTED]
Subject: Meeting Forward Notification: DVSA WEI CCS

Your meeting was forwarded

[REDACTED]

Meeting

DVSA WEI CCS

Meeting Time

25 November 2020 09:30 - 25 November 2020 11:30

Recipients

[REDACTED]

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Option 9 - Change makers
Date: 11 December 2020 12:02:00
Attachments: [image001.png](#)

Hi [REDACTED], just completing the pre work to send to you. We are having trouble accessing the site, so creating a word document instead.

Quick question - what does **change makers** mean?

Hope you can help. Once we get that help, we will send the word document over to you as our pre work.

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'
BLACK LIVES MATTER

HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA
Landline telephone [REDACTED]
[REDACTED]



From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: pre meeting information
Date: 12 November 2020 13:14:00
Attachments: [image001.png](#)

Hi [REDACTED], hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc//>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'
BLACK LIVES MATTER

HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA

[REDACTED]



From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Access to member pages
Date: 27 January 2021 16:37:58
Attachments: [image001.png](#)

Hi [REDACTED],

We can only have the 2 logins now, though if anyone gets in touch with me, I'm happy to manually send them resources via mail.

This will change soon, we're implementing new CRM software which I believe will give greater scope for more logins, this should be fully realised by the end of February.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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From: [REDACTED]
Sent: 27 January 2021 16:34
To: [REDACTED]
Cc: [REDACTED]
Subject: Access to member pages

Hi [REDACTED], whats the best approach for staff who may want to access the member pages for your stonewall site?

At present I think only two emails can use the site, but we would like to direct staff traffic to the member pages. Is there a way we can make this happen?

Thank you

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
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Croydon Street, Bristol BS5 0DA

[REDACTED]



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From: [REDACTED]
To: [REDACTED] [w](#)
Cc:
Subject: Re: DVSA Quarterly Catchup
Date: 19 November 2020 08:57:32

Hi [REDACTED]

That's no problem at all. This meeting was our general quarterly booked in catchup. Given it's going to close to the WEI CCS session I think we can just move anything we need to discuss to that meeting once we pin a time down. I'll reply to that mail separately in a moment to avoid confusion with this one.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

[Pronouns](#): Please just use my name



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[REDACTED]

[REDACTED] [REDACTED]

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From: [REDACTED] [REDACTED]

Sent: 07 February 2020 07:39

To: [REDACTED]

Cc: [REDACTED]

Subject: DVSA Quarterly Catchup

When: 19 November 2020 13:00-14:30.

Where: Berkeley House

Hi [REDACTED]

I wondered whether you wanted to keep this meeting here or move it back to December so we can followup post WEI CCS session on the 25th?

What do you think?

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: DVSA Quarterly Catchup
Date: 19 November 2020 08:57:32

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Best
[REDACTED]

[REDACTED] [REDACTED]
Senior Memberships Programmes Manager - Public Sector

[Pronouns](#): Please just use my name



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From: [REDACTED] [REDACTED]

Sent: 07 February 2020 07:39

To: [REDACTED] [REDACTED] <[REDACTED] [REDACTED]@[REDACTED] [REDACTED] [REDACTED]>

Cc: [REDACTED] [REDACTED] <[REDACTED] [REDACTED]@[REDACTED] K>

Subject: DVSA Quarterly Catchup

When: 19 November 2020 13:00-14:30.

Where: Berkeley House

Hi [REDACTED]

I wondered whether you wanted to keep this meeting here or move it back to December so we can followup post WEI CCS session on the 25th?

What do you think?

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: DVSA Stonewall DC Renewal
Date: 27 January 2021 16:55:00
Attachments: [image001.png](#)

Hi [REDACTED] ive never had to fill in one of these in the past.

I'll check with DfT colleagues if they are still planning to pay for the whole group. Once I get a response I'll fill and return the form.

Many thanks

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist

I support LGBT+ staff within DVSA

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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED] 

From: [REDACTED]
Sent: 27 January 2021 16:34
To: [REDACTED]
Cc: [REDACTED]
Subject: DVSA Stonewall DC Renewal

Hi [REDACTED]

Hope you're doing well.

Checking in regarding renewal of Diversity Championship membership. DVSA membership expired on the 1st of Jan. We're hopeful that you'll renew again this year so we can continue working with you.

To renew your membership please fill in the [renewals typeform](#). If memory serves correctly historically all DfT group members renew at the same time and usually pay via one invoice, but we still need the renewal typeform completed for each org and a reference regarding the need to pay via a single invoice.

I'll be in touch soon to book in catchups for this year once I know you're moving forward with renewal. We're currently planning on running the WEI this year but we're considering some changes such as a possible longer window to complete the submission to ease the burden on organisations, possibly moving the submissions window back a month. I'll be able to advise more by mid next month and of course we'll update all DCs anyway.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: Please just use my name



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[REDACTED] [REDACTED]

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: DVSA WEI CCS
Date: 13 January 2021 14:22:13
Attachments: [Outlook-q5th2su4.png](#)
[DVSA WEI Criteria Consultancy Session.docx](#)
[Workplace Equality Index 2022 awards explainer.pdf](#)
[Stonewall Workplace Equality Index 2021 reference criteria.docx](#)

Hi all

Looking forward to meeting you all very soon.

Please find attached the documents which will be useful for reference during our meeting. We'll be using a draft version of my marking which post meeting I'll update on Stonewall Submit so you have this information available to you attached to your original submission. The draft is just an easier format for me to work with during a meeting rather than having to navigate across a larger pdf document .

Our agenda for today will be -

1. Introductions
2. WEI Update
3. WEI CCS - Bronze Award Criteria
4. Break 10 minutes
5. WEI CCS - Empowering Individuals
6. WEI CCS - Community and Sector Engagement
7. WEI CCS - Reflections
8. AOB

Speak soon.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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[REDACTED] [REDACTED]

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From: [REDACTED]

Sent: 24 November 2020 12:47

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

[REDACTED]

[REDACTED]

Subject: DVSA WEI CCS

When: 13 January 2021 14:30-16:30.

Where:

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information
Date: 20 November 2020 09:56:00
Attachments: [image001.png](#)

Hi all, can i suggest we push back to January.

Simon, are you able to look at Taras calendar and find a date in early January that works as a minimum with Trina and I. it will be for the whole group but its crucial we are there,so use that as a steer. Hope that's ok with you.

Trina, is that ok? with that in mind Trina, I will push back our meeting today for a couple of weeks. Is that ok with you?

Thanks all

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED] ?

From: [REDACTED]
Sent: 19 November 2020 09:04
To: [REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: Re: pre meeting information

Hi [REDACTED]

I'm sorry but the 14th of December date has already been booked out.

I do have 3 other available sessions that week and some sessions in January if you check my shared calendar. It would be really good if we could pin the date down by tomorrow as this was the recent deadline we gave to DCs who hadn't gotten back to us as a cut off for booking.

Best



Programmes Manager - Public Sector

Pronouns: Please just use my name



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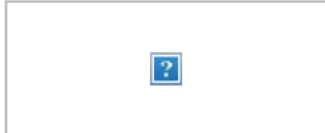


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From: [Redacted]

Sent: 17 November 2020 10:04

To: [Redacted]

[Redacted]

Cc: [Redacted]

Subject: RE: pre meeting information

Thanks [Redacted]



[REDACTED] Equality and Inclusion Specialist
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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 17:56

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

Subject: RE: pre meeting information

Hiya [REDACTED]

Sure, will cancel 25th invite and confirm look to reschedule in early December.

I'll put a holder in for 14 in my calendar, awaiting final confirm from [REDACTED] (I've currently got JNCC O&E 9-11 on 14/12).

Regards

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 16:41

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] I Cant add the 10am Monday 14 December in [REDACTED] dairy, so cant confirm the date until their return.

In the meantime can you cancel next week's meeting – saying we will reschedule for early December. Hope that's ok.

Thanks Simon

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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Croydon Street, Bristol BS5 0DA
Landline telephone 0117 9543371
Mobile 07976789480



From: [REDACTED]
Sent: 12 November 2020 13:14

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: pre meeting information

Hi [REDACTED] hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc//>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]



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From: [REDACTED]
Subject: Re: pre meeting information
Date: 20 November 2020 10:57:48
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)

Hi A [REDACTED]

Regarding the Stonewall Submission system, I'd log any problems with our operations team via memberships@stonewall.co.uk. Operationally you'll have more experience of using the system than I do because staff with account management responsibilities never experience the system as end user submitters.

If a submission has been final saved I don't know whether we can reopen it, it sounds like something we should be able to do but please engage with operations who are the tech wizards who keep the submission systems running.

Also, just a gentle nudge, it'd be helpful if we can pin the meeting date down soon please.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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the intended recipient please notify us immediately.

From: [REDACTED]

Sent: 20 November 2020 10:38

To: [REDACTED]
[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] are you able to help with [REDACTED] point? can/should we start again from scratch? Would that make more sense or be easier?

[REDACTED] ill reschedule for week beginning 7 Dec

Thanks all

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]
[REDACTED]

[REDACTED] 

From: [REDACTED]

Sent: 20 November 2020 10:36

To: [REDACTED]
[REDACTED]

Subject: RE: pre meeting information

Hi,

no problem pushing the meeting back but we can't edit on Stonewall submit after the work I entered the other day. It seems to have submitted it rather than saved to continue editing. I probably hit the wrong button. I don't know if we'll just have to record our evidence to the questions and send them onto [REDACTED] separately?

Pronouns: She/Her

██████████ | eTB Support & Test & Release Support

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Advance notice of leave/training:

From: [REDACTED]

Sent: 20 November 2020 09:56

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: pre meeting information

Hi all, can i suggest we push back to January.

██████ are you able to look at ██████ calendar and find a date in early January that works as a minimum with ██████ and I. it will be for the whole group but its crucial we are there,so use that as a steer. Hope that's ok with you.

██████ is that ok? with that in mind ██████ I will push back our meeting today for a couple of weeks. Is that ok with you?

Thanks all

114

████████████████████ Equality and Inclusion Specialist

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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 19 November 2020 09:04

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

Subject: Re: pre meeting information

Hi [REDACTED]

I'm sorry but the 14th of December date has already been booked out.

I do have 3 other available sessions that week and some sessions in January if you check my shared calendar. It would be really good if we could pin the date down by tomorrow as this was the recent deadline we gave to DCs who hadn't gotten back to us as a cut off for booking.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*

[REDACTED]

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[REDACTED]

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From: [REDACTED]
Sent: 17 November 2020 10:04
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information

Thanks [REDACTED]

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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[REDACTED]



From: [REDACTED]
Sent: 16 November 2020 17:56
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information

Hiya [REDACTED]

Sure, will cancel 25th invite and confirm look to reschedule in early December.

I'll put a holder in for 14 in my calendar, awaiting final confirm from Tara (I've currently got JNCC O&E 9-11 on 14/12).

Regards

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 16:41

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] I Cant add the 10am Monday 14 December in [REDACTED] dairy, so cant confirm the date until their return.

In the meantime can you cancel next week's meeting – saying we will reschedule for early December. Hope that's ok.

Thanks Simon

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]

[REDACTED] 

From: [REDACTED]

Sent: 12 November 2020 13:14

To: [REDACTED]

[REDACTED]

Subject: pre meeting information

Hi [REDACTED] hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc/l/>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)
Date: 14 December 2020 14:38:56
Attachments: [image003.jpg](#)
[image004.png](#)
[image007.png](#)
[image009.jpg](#)
[image001.jpg](#)
[image002.jpg](#)

Hi [REDACTED]

The submission has been reopened. I've been advised that if it happens again, you can do this yourselves by clicking on the ellipsis on the top right of the form – it'll show the option to 'Edit' which will reopen the form.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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[REDACTED] [REDACTED]

[REDACTED]

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From: [REDACTED]
Sent: 14 December 2020 13:49
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

We started to edit it and then when I went back to do some more I wasn't able to edit it. I only have the option to Submit which we don't want to do because we haven't finished!

Pronouns: She/Her

[REDACTED] | eTB Support & Test & Release Support

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Advance notice of leave/training:

From: [REDACTED]

Sent: 14 December 2020 13:48

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Sorry should have asked this, can I also clarify what is the exact problem Andrew/Trina with Stonewall Submit.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*

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From: [REDACTED]

Sent: 14 December 2020 13:42

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

I've sent through a nudge to our ops teams personal mailboxes so hopefully they should be in touch soon to help you resolve the issue you're having with this.

Best

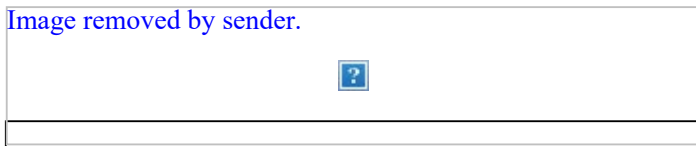
[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*

Image removed by sender.



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[REDACTED] [REDACTED]

[REDACTED]

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From: [REDACTED]
Sent: 14 December 2020 12:19
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Thanks [REDACTED] I think the change makers would be our network group colleagues, based on your response.

Also, as [REDACTED] mentioned she has contacted them but no response. If you could help by giving them a nudge, that might be helpful.

Thanks again

[REDACTED]

[REDACTED] [REDACTED] Equality and Inclusion Specialist
I support **LGBT+** staff within DVSA
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[REDACTED]
[REDACTED]



From: [REDACTED]
Sent: 14 December 2020 11:14
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

I've emailed memberships twice and have had no reply. Is there another way to get in touch with them?

Pronouns: She/Her

[REDACTED] | eTB Support & Test & Release Support
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Driver and Vehicle Standards Agency | Berkeley House, Croydon Street, Bristol BS5 0DA

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Advance notice of leave/training:

From: [REDACTED]

Sent: 14 December 2020 10:36

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

Sorry, I think you've sent some other mail regarding this but due to delivery of sessions at this time I'm running about a working week behind anything not marked urgent.

Here's a brief paragraph about how we think of change makers -

"They're people who desires change in the world and they gather knowledge and resources to make that change happen. They're proactively engaged in working towards their objectives. The size and impact of those objectives might vary based on a person's, power, social collateral, capacity to influence, knowledge levels etc. But the most important thing is the desire for change and positive direction of travel.

They might be role models or not in the classic way we think of role models. "

I think you've been having an issue with submitting data as well, anything that involves Stonewall Submit I'd run past xxxxxxxxxx@xxxxxxxxx.xxx.xx to get it resolved as opposed to jury rigging other solutions. It makes it easier for us to manage the data we receive.

Best

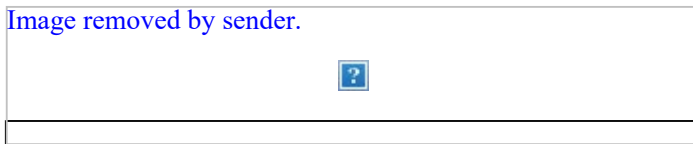
[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*

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From: [REDACTED]
Sent: 14 December 2020 10:04
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi Tara, just wondering should we send what we have? We did have a question about the phrase **change makers** – can you explain what this means?

May thanks

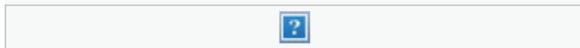
Andrew

Andrew McLean Equality and Inclusion Specialist
I support **LGBT+** staff within **DVSA**
Supporting **embRACE SNG** to create 'A Great Place to Work'

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HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House, Croydon Street, Bristol BS5 0DA
Landline telephone 0117 9543371
Mobile 07976789480



From: noreply@mail.smapply.net <noreply@mail.smapply.net>
Sent: 14 December 2020 00:01
To: Swan1, Trina <Trina.Swan1@DVSA.GOV.UK>
Subject: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Stonewall Submit

Dear Trina,

This is a reminder that the deadline for your application for Workplace Equality Index Criteria Consultancy Sessions is coming up on **19 Dec 2020 12:00 AM (GMT)**. Click the button below to access your application.

Thank you,
Stonewall Submit

[Access your application](https://stonewallsubmit.smapply.org/sub/20181936/)

If the button is not clickable, please copy and paste this URL into your browser's address bar
<https://stonewallsubmit.smapply.org/sub/20181936/>

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Stonewall
Date: 12 May 2020 10:49:15
Attachments: [image001.png](#)
[image002.jpg](#)

Hi [REDACTED]

The online platform is limited to 2 logins. We use the primary contact email address and a second which is usually used for a network chair or other nominated committee member.

Beyond that an organisation would need to address how it shares their addresses though we'd be at pains to say it's better if they're kept confidential.

We'll also email resources if someone from an organisation mails is direct for them and as a rule loop in the main point of contact so they have awareness that we're doing that.

We can change the access names if you'd like you and Trina altered to another.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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Mobile: [REDACTED]

[REDACTED]

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From: [REDACTED]
Sent: 12 May 2020 10:41
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall

Hi [REDACTED] sorry about that.

[REDACTED] – hope you are well. can you reconfirm the process for accessing the membership pages. I accessed it this morning with the steps I gave to [REDACTED] but he can not access the site. Any ideas?

Thanks

[REDACTED]

[REDACTED] Equality & Inclusion Specialist
I support LGBT+ staff within DVSA
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Croydon Street, Bristol BS5 0DA

[REDACTED]



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From: [REDACTED]
Sent: 12 May 2020 10:39
To: [REDACTED]
Subject: RE: Stonewall

Hello [REDACTED]

It doesn't recognise my email address, do we have a DfT contact so I can check?

[REDACTED]

From: [REDACTED]
Sent: 12 May 2020 09:32
To: [REDACTED]
Subject: RE: Stonewall

Morning [REDACTED]

Staff need to go to:

<https://www.stonewall.org.uk/user/login> or go to main stonewall page
<https://www.stonewall.org.uk/> and then click on the login tab (top right of the page)

then input DVSA email address along with the password: [REDACTED]

[REDACTED] can you try it to check that works for you and not just [REDACTED] and myself?

Thanks
[REDACTED]

[REDACTED] Equality & Inclusion Specialist
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From: [REDACTED]
Sent: 12 May 2020 08:32
To: [REDACTED]
Subject: Stonewall

Hello [REDACTED]

Is there a password for Stonewall?

The current equality screening process states that the DfT Group is also a member of [Stonewall](#) for guidance on issues affecting lesbian gay bisexual and transgender people. I'd like to add the details onto the revised process.

Thanks,

Driver and Vehicle Standards Agency
Expert Services
Telephone: [REDACTED]

DVSA, The Axis Building, 112 Upper Parliament Street, Nottingham, NG1 6LP

The best place to find government services and information is www.gov.uk

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If you have a Human Resources query and are unable to find the answer to it on the intranet, please contact HR using the HR Advice Service:

Online: <http://hr.dft.gov.uk/contact-hr/>

Call: 0300 1230795 (between 9am to 4pm).



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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Stonewall jobs site
Date: 18 September 2020 10:32:02
Attachments: [image001.png](#)

Hi [REDACTED]

Sorry on a slow reply, I was facilitating yesterday.

If you're previously created a login on the site but forgotten the password, then you can reset the password via the login screen.

If you've forgotten the email used to login you'd need to query this with the ~~xx~~ as the logins for PE aren't the same as the DC memberships access and memberships have no capacity to access the PE systems.

If you've never registered for PE then you'll need to do so via the link in my previous mail. The PE team will verify you're a DC a requirement to use the site and then authorise your account.

Any questions please let me know.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

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[REDACTED]

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From: [REDACTED]

Sent: 16 September 2020 17:12

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Stonewall jobs site

Thanks [REDACTED]

[REDACTED] when you have a moment can you share the log in details with Sara and myself.

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]



From: [REDACTED]

Sent: 15 September 2020 15:48

To: [REDACTED]

[REDACTED]

Subject: Re: Stonewall jobs site

Hi [REDACTED]

You need to be register [here](#) if you haven't already, then log in [here](#) on the Proud Employers website

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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[REDACTED]

[REDACTED]

[REDACTED]

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From: [REDACTED]

Sent: 15 September 2020 13:14

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: Stonewall jobs site

Hi [REDACTED] can you remind and colleagues how we might go about advertising some of our roles on the stonewall site?

Many thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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[REDACTED]



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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Stonewall Submission 2021 - 3 consultancy sessions
Date: 13 October 2020 13:12:39
Attachments: [image001.png](#)

Hi [REDACTED]

You'll get an invite from me either today or tomorrow with instructions for booking (aka a published calendar) and tasks for you to undertake. The window for delivery runs from end of this month till mid December, so when booking it'll be a case of assessing how long it'll take you to complete the pre work and booking in relation to that.

Best

[REDACTED]
[REDACTED]
Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]

Sent: 09 October 2020 12:26

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] >

Cc: [REDACTED]
[REDACTED]

Subject: Stonewall Submission 2021 - 3 consultancy sessions

Dear all, as we prepare for next year's submission to the WEI, we need to agree which **three** areas in the submission we would like extra support and guidance on from [REDACTED] at Stonewall.

To help identify the most important areas in need of support, please can you have a look through the 'Stonewall Webinar' folder on the WEI Teams site. The link to the site is below. If for some reason you don't have access to the site and folder, please drop myself or Trina a line.

Trina has downloaded the webinar content and saved them as MS Word and PDF documents.

[REDACTED]
[REDACTED]
[REDACTED]

Once you have viewed the documents, please can you drop everyone an email to say which areas/topics would benefit most from additional support/guidance from [REDACTED]. Please can you do so no later than **Friday 16 October**. We will then inform Stonewall of our **three** choices no later than 23 October.

We will then look to arrange appropriate times for [REDACTED] to meet with the working group before the end of the calendar year.

Hope that's ok!! Any questions – drop me a line.

[REDACTED] do the general timescales for the above work for you? If not, please contact me.

Many thanks everyone. Have a fab weekend

Regards

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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From: [REDACTED]
Cc: [REDACTED] [Gary](#)
Subject: RE: Stonewall WEI - 20 May Working Group
Date: 20 May 2020 11:02:00
Attachments: [image001.png](#)

Hi all, just a gentle reminder about this afternoon's meeting. Please have the Teams page available with the WEI Plan tracker.

As agreed we will focus on the following items:

- **September 2020 WEI Submission** – is this still going ahead? If yes, in light of COVID 19 will there be any changes or a refocusing of the submission, or not? Since we are at the end of the 3yr cycle, will we still get an update in June about the tweaked/new questions?
- **Language & Terminology** – it would be good to get a very clear steer from you about the type of language Stonewall expects from WEI participants. E.g the use of 'Bi', 'non-binary', being explicit about protected characteristics etc. It would be good to understand from Stonewall's perspective how these words and terms can be used in anything that is being as used as evidence for the submission.
- **Procurement** – procurement colleagues are part of our WEI Working Group. Colleagues may well be a position to share our plans and likely approaches at the meeting in May. So we may well want to allocate a reasonable amount of time to discuss this with you. It may be that an additional or separate meeting with yourself is needed.

All the best

[REDACTED]

[REDACTED] Equality & Inclusion Specialist
[I support LGBT+ staff within DVSA](#)
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From: [REDACTED]
Sent: 23 April 2020 10:44

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

Subject: RE: Stonewall WEI - 20 May Working Group

Morning [REDACTED] good to know you are doing well. Im impressed by the 10K run . Puts my hourly run to the fridge to shame!

Cool, thanks for the invite and the Teams link. Lets run with the scheduled meeting and take it from there.

As always, in the meantime, any changes or anything to be discussed beforehand, just drop me a line

All the best, and enjoy the clean air

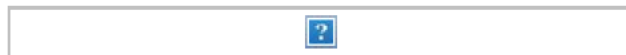
[REDACTED]

[REDACTED] Equality & Inclusion Specialist
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[REDACTED]
[REDACTED]



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From: [REDACTED]

Sent: 22 April 2020 14:32

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Re: Stonewall WEI - 20 May Working Group

Hi [REDACTED]

Thanks for asking, i'm doing ok, I get a 10k run in most days and if I was honest I'm quite enjoying the good weather and clean air. Though thats balanced out by the loss of social contact, but all told managing. What about you?

Thanks for the agenda topics to cover, I'll be in a better position regards WEI queries as there are key comms expected about the index by months end which you'll have had and we can discuss in more depth.

We've got 90 minutes allocated on the 20th, so plenty of time to give to topics including procurement. I'll circulate a full agenda a few days before and if anything else crops up please let me know. If you feel a separate meeting would be useful for this purpose though I'm happy to go with that option, please let me know and provide some availability.

Teams is actually better for me as it's the system we use. I've revised the meeting to include a teams link.

Best



Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]

Sent: 22 April 2020 13:35

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Stonewall WEI - 20 May Working Group

Hi [REDACTED] I hope you are well and coping with the very difficult times we are all living in!

We just had one of our WEI Working Group meetings and I thought I would just touch base with you on a few things that came out of our discussion.

We are planning to meet again at **1pm on Wednesday 20 May**. This will be a meeting over SKYPE. We generally use Microsoft Teams, but im not sure if that works well for conversations across different organisations, so lets leave it as a SKYPE meeting for now. I hope that works for you. If not, please say.

In terms of the meeting in May, as a starter for ten, I hope we can cover the following areas:

- **September 2020 WEI Submission** – is this still going ahead? If yes, in light of COVID 19 will there be any changes or a refocusing of the submission, or not? Since we are at the end of the 3yr cycle, will we still get an update in June about the tweaked/new questions?
- **Language & Terminology** – it would be good to get a very clear steer from you about the type of language Stonewall expects from WEI participants. E.g the use of 'Bi', 'non-binary', being explicit about protected characteristics etc. It would be good to understand from Stonewall's perspective how these words and terms can be used in anything that is being as used as evidence for the submission.
- **Procurement** – procurement colleagues are part of our WEI Working Group. Colleagues may well be a position to share our plans and likely approaches at the meeting in May. So we may well want to allocate a reasonable amount of time to discuss this with you. It may be that an additional or separate meeting with yourself is needed.

I hope the above is ok. If there are additional topics you feel we should be covering in May I can add them to the agenda.

Working group members – please respond if ive missed anything in this message.

Many thanks [REDACTED] take care and speak to you soon, if not in May!!

All the best

[REDACTED]

[REDACTED] Equality & Inclusion Specialist

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From: [REDACTED]
To: [REDACTED]
Subject: RE: Stonewall WEI CC Sessions
Date: 05 November 2020 13:57:47
Attachments: [image001.png](#)

Hi [REDACTED]

Sorry, I'm running horribly behind with comms as still catching up post covid absence and currently I'm covering for team members till recruitment is complete, hopeful to have things back to normal by Xmas, but at the moment I'm running a week behind unless things are flagged as urgent

It looks like there may have been a misunderstanding as I can see you've selected 3 sessions. It's a singular 2-hour meeting where we cover the three topics chosen

Takeup up of the CC sessions has been good but arranging the meetings has been tougher, in part I think to the challenges covid is still presenting, also remember there is pre session work needed on your part. Because of this we've added additional dates to our diaries and are running meetings into January now, so worth checking -

<https://outlook.office365.com/calendar/published/2dc421f53ffd465391dbd14856f46016@stonewall.org.uk/a2b6339caa934451a24021facdd381b518168172470824814249/calendar.html>

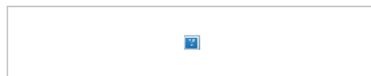
To see if anything better suits

Best

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]
Sent: 05 November 2020 12:50
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall WEI CC Sessions

Hi [REDACTED] apologies if I've missed your reply, but are the suggested dates ok?

Many thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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[REDACTED]



From: [REDACTED]
Sent: 29 October 2020 16:45
To: [REDACTED]
Cc: [REDACTED]

Subject: RE: Stonewall WEI CC Sessions

Dear all, I received limited feedback to the choice of three sessions, so following discussions with [REDACTED] our senior sponsor and [REDACTED] regarding the three options, we are proposing the following sessions as part of our support package for next year's submission

- Option 1: Bronze Award criteria (11.00 – 13.00 Friday 13 Nov)
- Option 9: Empowering individuals (10.30 – 12.30 Friday 20 Nov)
- Option 13: Community and sector engagement 11.00 – 13.00 Wednesday 25 Nov)

I've based these on [REDACTED] availability in the online calendar. I appreciate some of these dates/times won't work for everyone – it's been virtually impossible sourcing suitable dates to fit everyone's availability. Please note, although the sessions are scheduled for 2 hours, some may not take as long. Also, if you can only attend the first part of the session, that will be fine.

[REDACTED] we prefer to use Microsoft Teams, so I hope that's ok. I also hope you are happy for the sessions to be recorded. That way, those who are unable to attend can access the full contents of all the sessions.

once you confirm that the above dates/times work for you - can you send out holding appointments for everyone's diaries? Hope that's ok

In the meantime, if anyone has any questions, please drop me a line

Thanks everyone

All the best

Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
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From: [REDACTED]
Sent: 14 October 2020 10:12
To: [REDACTED]
Subject: Stonewall WEI CC Sessions

Hi [REDACTED]

Thank you for registering your interest in a Workplace Equality Index criteria consultancy session. I'm getting in touch to confirm that I'll be delivering your session and to arrange a date/time with you.

More about the session

Your criteria consultancy will be a 2-hour session focusing on the new Index criteria questions and getting you ready for when submissions open again next year.

Ahead of the session, you'll complete a pre-session task, focusing on three Index areas of your choice. We'll spend most of the meeting discussing these three areas and I'll feedback on areas for improvement.

There will also be time to discuss your LGBT inclusion work this year and any challenges you're continuing to face as a result of the COVID-19 pandemic.

Because we'll be focusing on the detail of the criteria, your team members most closely involved in compiling Workplace Equality Index submissions will find the session most helpful [adapt if they've never entered the Index]. To keep the conversation focused, I would recommend inviting no more than 5 attendees. This might also include your LGBT employee network group chairs and colleagues responsible for delivering the chosen areas of work (for example your procurement lead if you choose to focus on supply chains).

I will provide a more detailed agenda nearer the time.

Deciding a date and time

Your session can take place between October 19th-December 18th.

You can view my availability, here:

[REDACTED]

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

Once you've reviewed the available meeting slots, please:

- Let me know your three preferred meeting dates and times
- Hold these in attendees' calendars where possible
- Let me know names and job roles of your colleagues who are likely to attend the meeting too
- Share any access requirements of attendees that I should be aware of when planning and delivering the session

Once I've received your reply, I'll be in touch within a week to confirm our meeting date.

Tech arrangements

Due to ongoing restrictions relating to COVID-19, we will be delivering all criteria consultancy sessions digitally. I would be very happy to deliver the session on [organisation name]'s video conferencing system of choice. Alternatively, I can arrange a Teams or Zoom meeting through Stonewall's accounts. Please let me know your preference.

Your pre-session task -

Your pre-session task can be accessed and completed on Stonewall Submit. It should now appear within your WEI criteria consultancy session submission, where you completed your expression of interest. Here you can select your three areas of focus from the following options:

- Option 1: Bronze Award criteria
- Option 2: Bi inclusion
- Option 3: Non-binary inclusion
- Option 4: Intersectional approach
- Option 5: Reaching employees in all locations
- Option 6: Policies and benefits
- Option 7: The employee lifecycle
- Option 8: LGBT Employee Network Group
- Option 9: Empowering individuals
- Option 10: Leadership
- Option 11: Monitoring
- Option 12: Supply chains
- Option 13: Community and sector engagement
- Option 14: Service delivery

Once you've selected these, the relevant questions from the Index will appear in the following pages of the form. Please complete these as fully as you're able to, enabling me to provide

the most comprehensive feedback I can

The deadline for your pre-session work will be 10 working days before your meeting. This is a strict deadline to ensure I have enough time to review your work in-depth ahead of your session. Though this will take less time to complete than a regular Workplace Equality Index submission, I do recommend you get started as soon as possible.

Unlike a Workplace Equality Index benchmarking meeting, you will not receive scores or a written report at your meeting. However, summary feedback on each of your focus areas will be shared with you ahead of your meeting.

I look forward to hearing from you about suitable dates and times for our session. In the meantime, please let me know if you have any questions.

Kind regards,

Best



Senior Memberships Programmes Manager - Public Sector

Pronouns *Please just use my name*



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From: [REDACTED]
To: [REDACTED]
Subject: Stonewall WEI CC Sessions
Date: 14 October 2020 10:12:24

Hi [REDACTED]

Thank you for registering your interest in a Workplace Equality Index criteria consultancy session. I'm getting in touch to confirm that I'll be delivering your session and to arrange a date/time with you.

More about the session

Your criteria consultancy will be a 2-hour session focusing on the new Index criteria questions and getting you ready for when submissions open again next year.

Ahead of the session, you'll complete a pre-session task, focusing on three Index areas of your choice. We'll spend most of the meeting discussing these three areas and I'll feedback on areas for improvement.

There will also be time to discuss your LGBT inclusion work this year and any challenges you're continuing to face as a result of the COVID-19 pandemic.

Because we'll be focusing on the detail of the criteria, your team members most closely involved in compiling Workplace Equality Index submissions will find the session most helpful [adapt if they've never entered the Index]. To keep the conversation focused, I would recommend inviting no more than 5 attendees. This might also include your LGBT employee network group chairs and colleagues responsible for delivering the chosen areas of work (for example your procurement lead if you choose to focus on supply chains).

I will provide a more detailed agenda nearer the time.

Deciding a date and time

Your session can take place between October 19th-December 18th.

You can view my availability, here:

[REDACTED]

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

Once you've reviewed the available meeting slots, please:

- Let me know your three preferred meeting dates and times
- Hold these in attendees' calendars where possible
- Let me know names and job roles of your colleagues who are likely to attend the meeting too
- Share any access requirements of attendees that I should be aware of when planning and delivering the session

Once I've received your reply, I'll be in touch within a week to confirm our meeting date.

Tech arrangements

Due to ongoing restrictions relating to COVID-19, we will be delivering all criteria consultancy sessions digitally. I would be very happy to deliver the session on [organisation name]'s video conferencing system of choice. Alternatively, I can arrange a Teams or Zoom meeting through Stonewall's accounts. Please let me know your preference.

Your pre-session task -

Your pre-session task can be accessed and completed on Stonewall Submit. It should now appear within your 'WEI criteria consultancy session' submission, where you completed your expression of interest. Here you can select your three areas of focus from the following options:

- Option 1: Bronze Award criteria
- Option 2: Bi inclusion
- Option 3: Non-binary inclusion
- Option 4: Intersectional approach
- Option 5: Reaching employees in all locations
- Option 6: Policies and benefits
- Option 7: The employee lifecycle
- Option 8: LGBT Employee Network Group
- Option 9: Empowering individuals
- Option 10: Leadership
- Option 11: Monitoring
- Option 12: Supply chains
- Option 13: Community and sector engagement
- Option 14: Service delivery

Once you've selected these, the relevant questions from the Index will appear in the following pages of the form. Please complete these as fully as you're able to, enabling me to provide the most comprehensive feedback I can.

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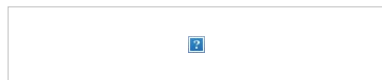
I look forward to hearing from you about suitable dates and times for our session. In the meantime, please let me know if you have any questions.

Kind regards,

Best
[REDACTED]

Tara Stone
Senior Memberships Programmes Manager - Public Sector

Pronouns *Please just use my name*



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From: Stonewall
To: [REDACTED]
Subject: Thank you for your support
Date: 17 December 2020 11:46:53

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Dear colleague,

Thank you for all your support this year.

None of us could have imagined the life changing events of 2020. It's been a year of loss and loneliness for many people, and for the LGBT+ community, the Coronavirus pandemic is just one of many threats.


Inequalities that already existed have ramped up for the most marginalised LGBT+ people, including LGBT people of colour, trans people and people living in poverty. Governments across the world are using this crisis to roll back LGBT+ rights as pressure groups mobilise against our community here and across the world. The prevalence of racist violence has left many Black LGBT+ people unsafe, and the struggle for racial justice is as

crucial as ever.

It's important that the real stories of LGBT+ people are told and that the impact of Coronavirus, and threats to LGBT + rights are understood.

Today, we want to thank you for working alongside us through a very tough time, and continuing to play your part in the fight against homophobia, biphobia and transphobia and all forms of injustice. This year has thrown most challenges at us than we could have expected, but every small step you've taken to better support your employees and your community is invaluable.

We hope you'll have a restful end of the year, so we can come back together stronger in 2021 to continue to shape a better world. For everything you've done for others, and to take care of yourself this year, thank you.

 (she/her)
Associate Director of Workplace



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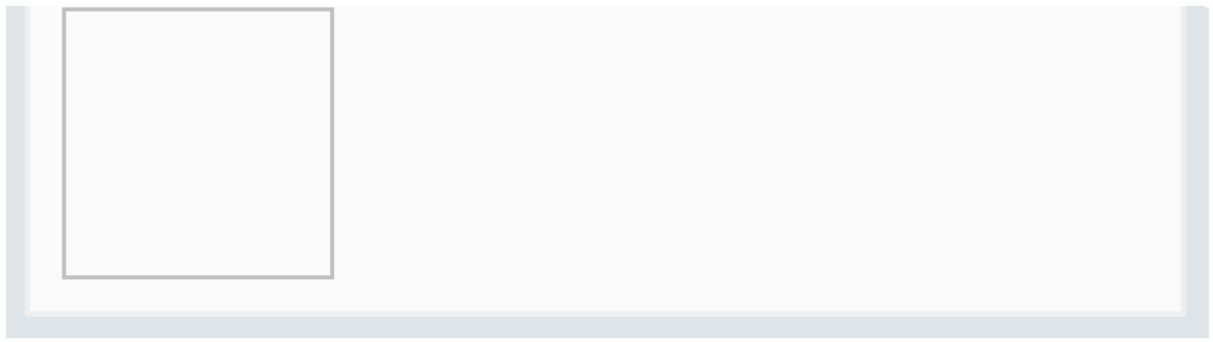
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From: Stonewall
To: [REDACTED]
Subject: Trans rights update and new research on bi experiences
Date: 24 September 2020 09:59:30

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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

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From: Stonewall
To: [REDACTED]
Subject: Update: Stonewall Workplace Conferences
Date: 14 May 2020 10:00:08

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Update: Stonewall Workplace Conferences

Dear colleague,

The spread of COVID-19 has impacted us all. We're adapting to new challenges and new ways of working. This includes the Stonewall Conference team. Today, we're excited to announce that we'll be delivering our workplace conferences digitally this year.

We weren't able to hold our London Conference in April. And it doesn't look like we'll be able to safely gather together in Manchester in September. 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.

To give you the best experience we've redesigned our content and integrated digital engagement tools. And we're delighted to invite you to join our innovative new [digital learning series](#). Over the course of five weeks beginning on 16 June we'll be delivering a range of high-quality content to help you learn and share best practice.

FIND OUT MORE

The Programme

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

Tuesday 16 June

Workshop: Creating non-binary inclusive workplaces

Wednesday 17 June

Resource release: Introduction to the new Stonewall CEO

Thursday 18 June

Knowledge sharing: Using training to embed LGBT inclusion

Friday 19 June

Coffee break: Celebrating pride remotely

Booking

Going online means we can reduce our costs and pass that saving on to you. Tickets for the digital learning series cost as little as £175. If you [book now](#) you'll receive an email to register on our event portal where all content is hosted. Before the event starts you can also download the event app to begin networking.

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



Executive Director of Workplace and Community Programmes

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From: Stonewall
To: [REDACTED]
Subject: Watch our latest Workplace Equality Index webinars
Date: 02 July 2020 14:54:30

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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: [REDACTED]
To: [REDACTED]
Subject: WEI Consultancy Criteria Sessions
Date: 14 September 2020 14:11:48

Hi [REDACTED]

Just checking in to make sure you're aware of the up coming 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 (Most likely myself) 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](#).

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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From: Stonewall
To: [REDACTED]
Subject: Workplace Equality Index 2021
Date: 28 May 2020 13:52:55

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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: Stonewall
To: [REDACTED]
Subject: Your December newsletter from Stonewall
Date: 09 December 2020 11:19:19

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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,

 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: Stonewall
To: [REDACTED]
Subject: Your February newsletter from Stonewall
Date: 11 February 2021 14:00:06

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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, cishnormative 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,

 (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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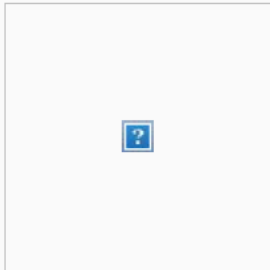
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From: Stonewall
To: [REDACTED]
Subject: Your March newsletter from Stonewall
Date: 05 March 2020 10:04:49

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Welcome to your March newsletter from Stonewall! In this edition, you'll find out about:

- Making the most out of London Workplace Conference and other ways to involve your staff in LGBT inclusion
- Our annual Equality Dinner and other upcoming events
- Trans Day of Visibility and other key dates for your LGBT inclusion calendar

Top ways to involve your staff in LGBT inclusion



How to make the most out of London Workplace Conference

Looking for more ways to embed LGBT inclusion in your workplace and beyond? [Stonewall's London Workplace Conference](#) held on **3 April 2020** is the largest event of its kind in Europe. Delegates access unique benefits allowing you to make lasting change in your organisation;

- **Download our conference app** for [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 07511166658.

[Read more about the Equality Dinner](#)

24 April
Allies Programme

London

[Find out more](#)

24 April

Network Group Masterclass

Glasgow

[Find out more](#)

28 April

Trans Allies Programme

London

[Find out more](#)

6 May

Equality Dinner

London

[Find out more](#)

For more upcoming events, visit our [Diversity Champions calendar](#).

Keep up with the LGBT inclusion world

Celebrate your trans colleagues for Trans Day of Visibility

31 March is Trans Day of Visibility, a great opportunity to celebrate trans identities in your workplace. Here are a few things you can do to mark the occasion:

- **Profile trans role models** from your organisation or sector to show all staff that it's possible to be comfortable and successful at work without compromising on who you are.
- **Encourage senior champions to communicate a strong message** for trans inclusion with all staff – because senior leaders play a key role in creating 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

26 April

Lesbian Visibility Day

17 May

International Day Against Homophobia, Biphobia and Transphobia (IDAHoBiT)

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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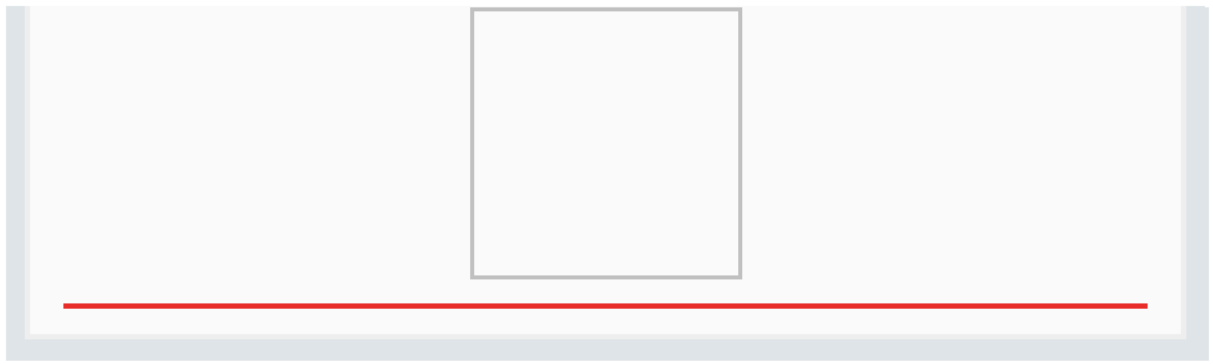
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From: Stonewall
To: [REDACTED]
Subject: Your May newsletter from Stonewall
Date: 07 May 2020 12:17:46

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Dear colleague,

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

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

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

Direct support

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

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

The Stonewall team are gathering [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)

24 May

Pan Visibility Day

June

Pride Month

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

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From: [REDACTED]
To: [REDACTED]
Subject: Access to member pages
Date: 27 January 2021 16:34:00
Attachments: [image001.png](#)

Hi [REDACTED], whats the best approach for staff who may want to access the member pages for your stonewall site?

At present I think only two emails can use the site, but we would like to direct staff traffic to the member pages. Is there a way we can make this happen?

Thank you

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist

I support LGBT+ staff within DVSA

Supporting embRACE SNG to create 'A Great Place to Work'

BLACK LIVES MATTER

HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: Stonewall
To: [REDACTED]
Subject: An important message from Stonewall
Date: 17 June 2020 17:35:03

[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, [REDACTED]:

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,





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.

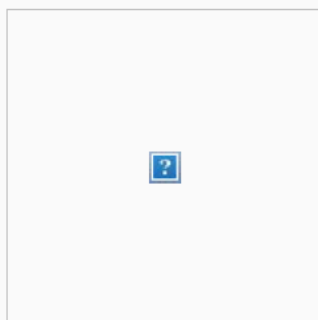
Stonewall can provide guidance for your letter. Please email robbie.desantos@stonewall.org.uk for more information.

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,

Mark Kember
Director of Membership Operations



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From: [REDACTED]
To: [REDACTED]
Subject: Automatic reply: DVSA Quarterly Catchup
Date: 17 August 2020 11:08:35

Hi, thanks for your email.

I'm on leave till the 2nd of September.

If it's urgent please contact [@u.xxx](#) who will be able to
any general queries.

help with

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: Stonewall
To: [REDACTED]
Subject: Black History Month and last chance to register your interest for the Workplace Equality Index
Date: 01 October 2020 10:00:22

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Dear colleague,

This year, Stonewall will be celebrating Black History Month by sharing experiences of Black LGBT people.

Every October, Black History Month is a celebration of all Black life, including Black lesbian, gay, bi and trans people.

For all of us at Stonewall, Black History Month is an opportunity to highlight the work and contributions of Black LGBT people, which are too often forgotten and erased.

The murders of George Floyd and Breonna Taylor this summer sparked an unprecedented

wave of international activism against structural racism that demanded reform and accountability in saying: Black Lives Matter.

Black History Month comes at a time when there has never been more focus and attention given to the struggles and discrimination that Black people face in the UK and worldwide.

Black people have always been at the centre of the LGBT liberation movement from Marsha P. Johnson and Stormé DeLarverie, who were major figures in the Stonewall uprisings of 1969, to modern day LGBT leaders like Munroe Bergdorf and Lady Phyll.

This year Stonewall's Black LGBT staff aim to highlight the incredible contributions that Black LGBT people and Black LGBT-led organisations are making throughout the UK, as well as share the richness of queer Black activism.

Our Black LGBT staff aim to use our platform to provide a space to meaningfully centre a wide range of Black LGBT voices, with a particular focus on Black trans voices, when many of their experiences can be overlooked.

We will also share resources on how to be a better ally to Black LGBT people. If you want to get started, make sure you:

- Listen to the voices of a community that has been historically erased
- Support Black LGBT communities by recognising the privilege that you have
- Showcase those communities, be it in the workplace, in social spaces or just in your personal lives

[Visit our Black History Month hub](#)

Last chance to register your interest

Expressions of interest for Workplace Equality Index criteria consultancy sessions close at midnight tomorrow, **2 October**.

Your session forms part two of the [Workplace Equality Index support series](#) and is included in your Diversity Champions membership at no extra cost.

[Express your interest now](#)

If you need any help completing the expression of interest, please [watch this video](#) or [get in touch with the team](#).

Thank you and best wishes,



Head of Workplace

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From: Stonewall
To: [REDACTED]
Subject: Book your criteria consultancy session
Date: 03 September 2020 09:59:33

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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,



Head of Workplace

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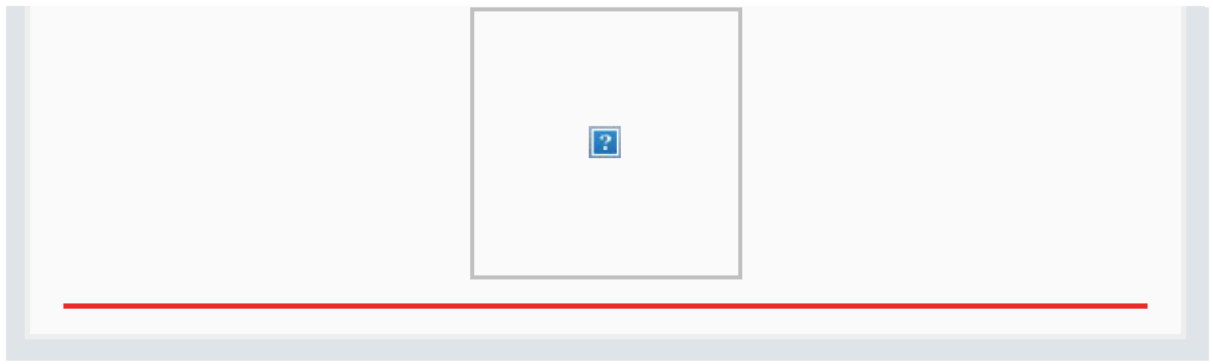
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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Canceled: DVSA Quarterly Catchup
Importance: High

Hi all

Sorry to cancel this meeting but I'm now on leave this week. Could you please provide some availability for the w/c 7th of September for us to reschedule.

Best
[REDACTED]

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From: [REDACTED]
To: [REDACTED]
Subject: Declined: DVSA Quarterly Catchup

Hi [REDACTED], so sorry I've got completely muddled with the various meetings we've scheduled. Can we push this back?
Apologies, I should have responded sooner than now.
Hope that's ok

From: [REDACTED]
To: [REDACTED]
Subject: Declined: DVSA WEI CCS

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: DVSA Stonewall DC Renewal
Date: 27 January 2021 16:34:44

Hi A [REDACTED],

Hope you're doing well.

Checking in regarding renewal of Diversity Championship membership. DVSA membership expired on the 1st of Jan. We're hopeful that you'll renew again this year so we can continue working with you.

To renew your membership please fill in the [renewals typeform](#). If memory serves correctly historically all DfT group members renew at the same time and usually pay via one invoice, but we still need the renewal typeform completed for each org and a reference regarding the need to pay via a single invoice.

I'll be in touch soon to book in catchups for this year once I know you're moving forward with renewal. We're currently planning on running the WEI this year but we're considering some changes such as a possible longer window to complete the submission to ease the burden on organisations, possibly moving the submissions window back a month. I'll be able to advise more by mid next month and of course we'll update all DCs anyway.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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

Mobile: [REDACTED]

Memberships Switchboard: 0207 593 3473

www.stonewall.org.uk

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[REDACTED]

Microsoft Teams meeting
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Click here to join the meeting

From: Stonewall
To: [REDACTED]
Subject: Engage your staff around key LGBT inclusion dates
Date: 20 October 2020 12:39:53

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Dear colleague,

This October, we hope you've been making the most of the [Stonewall Black History Month Hub](#). It contains a wealth of information and resources to help you celebrate and educate.

To complement these resources and support your learning you can book your place on our upcoming digital workshop, 'Being a better ally to LGBT People of Colour'. This is the first in a series of workshops themed around key LGBT inclusion dates.

Being a better ally to LGBT People of Colour
29 October 11.00 - 13.00

You'll have the opportunity to take part in a best practice workshop and hear a live interview with Martha Awojobi from [Charity so White](#). This session will help you develop the knowledge and skills to step up as an ally.

[Find out more](#)

Upcoming Workshops

This workshop is the first in a series. All sessions last two hours and are delivered on Zoom, tickets cost between £40 and £60 using your Diversity Champions discount. Please see below for more dates and themes.

First Steps to Trans Inclusion

18 November 11.00 - 13.00

On Trans Day of Remembrance, this is an opportunity to learn more about the practical ways you can create a more inclusive workplace for trans people.

[Find out more](#)

Introduction to LGBT Allyship

3 February 11.00 - 13.00

During LGBT history month this workshop will help delegates understand more about the experiences of LGBT people at work and how to be an ally at work.

[Find out more](#)

If you'd like to engage more of your colleagues we are able to offer these and many more digital workshops exclusively for your staff. If you'd like to discuss how this could work for you please email us empowerment@stonewall.org.uk

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

Very best wishes,



Head of Empowerment



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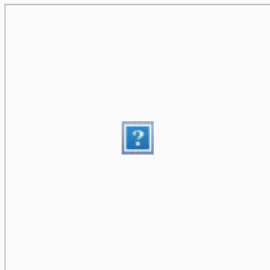
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From: Stonewall
To: [REDACTED]
Subject: Introducing the new Workplace Equality Index criteria
Date: 18 June 2020 14:42:18

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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: Stonewall
To: [REDACTED]
Subject: Learn to overcome common LGBT inclusion challenges
Date: 09 February 2021 10:59:29

[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,

[Redacted Signature]

Assistant Director of Workplace



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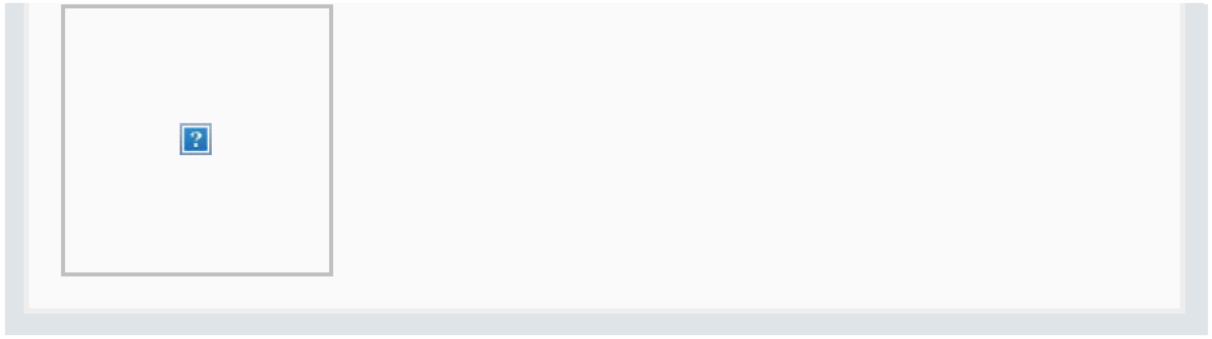
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From: [REDACTED]
To: [REDACTED]
Subject: Meeting Forward Notification: DVSA Quarterly Catchup

Your meeting was forwarded

McLean, [REDACTED]
<mailto:/o=ExchangeLabs/ou=Exchange%20Administrative%20Group%20(FYDIBOHF23SPDLT)/cn=Recipients/cn=5cc49d2342a5410cba717e11bc193e64-McLean,%20And> has forwarded your meeting request to additional people

Meeting

DVSA Quarterly Catchup

Meeting Time

20 May 2020 13:00 - 20 May 2020 14:30

Recipients

[REDACTED]
<mailto:/o=ExchangeLabs/ou=Exchange%20Administrative%20Group%20(FYDIBOHF23SPDLT)/cn=Recipients/cn=43be35dd8045484a83511b7c34f71792-Allan,%20Gary>

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

From: [REDACTED]
To: [REDACTED]
Subject: Meeting Forward Notification: DVSA WEI CCS

Your meeting was forwarded

[REDACTED]

Meeting

DVSA WEI CCS

Meeting Time

25 November 2020 09:30 - 25 November 2020 11:30

Recipients

[REDACTED]

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Option 9 - Change makers
Date: 11 December 2020 12:02:00
Attachments: [image001.png](#)

Hi [REDACTED], just completing the pre work to send to you. We are having trouble accessing the site, so creating a word document instead.

Quick question - what does **change makers** mean?

Hope you can help. Once we get that help, we will send the word document over to you as our pre work.

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'
BLACK LIVES MATTER

HR Experts Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA
Landline telephone [REDACTED]
[REDACTED]

[REDACTED] 

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: pre meeting information
Date: 12 November 2020 13:14:00
Attachments: [image001.png](#)

Hi [REDACTED], hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc//>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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Croydon Street, Bristol BS5 0DA

[REDACTED]



From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Access to member pages
Date: 27 January 2021 16:37:58
Attachments: [image001.png](#)

Hi [REDACTED],

We can only have the 2 logins now, though if anyone gets in touch with me, I'm happy to manually send them resources via mail.

This will change soon, we're implementing new CRM software which I believe will give greater scope for more logins, this should be fully realised by the end of February.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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Mobile:

[REDACTED]

Memberships Switchboard: 0207 593 3473

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From: [REDACTED]
Sent: 27 January 2021 16:34
To: [REDACTED]
Cc: [REDACTED]
Subject: Access to member pages

Hi [REDACTED], whats the best approach for staff who may want to access the member pages for your stonewall site?

At present I think only two emails can use the site, but we would like to direct staff traffic to the member pages. Is there a way we can make this happen?

Thank you

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'

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Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
Croydon Street, Bristol BS5 0DA

[REDACTED]



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From: [REDACTED]
To: [REDACTED] [w](#)
Cc:
Subject: Re: DVSA Quarterly Catchup
Date: 19 November 2020 08:57:32

Hi [REDACTED]

That's no problem at all. This meeting was our general quarterly booked in catchup. Given it's going to close to the WEI CCS session I think we can just move anything we need to discuss to that meeting once we pin a time down. I'll reply to that mail separately in a moment to avoid confusion with this one.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

[Pronouns](#): Please just use my name



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[REDACTED]

[REDACTED] [REDACTED]

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From: [REDACTED] [REDACTED]

Sent: 07 February 2020 07:39

To: [REDACTED]

Cc: [REDACTED]

Subject: DVSA Quarterly Catchup

When: 19 November 2020 13:00-14:30.

Where: Berkeley House

Hi [REDACTED]

I wondered whether you wanted to keep this meeting here or move it back to December so we can followup post WEI CCS session on the 25th?

What do you think?

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: DVSA Quarterly Catchup
Date: 19 November 2020 08:57:32

Hi [REDACTED]

That's no problem at all. This meeting was our general quarterly booked in catchup. Given it's going to close to the WEI CCS session I think we can just move anything we need to discuss to that meeting once we pin a time down. I'll reply to that mail separately in a moment to avoid confusion with this one.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

[Pronouns](#): Please just use my name



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[REDACTED] [REDACTED]

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From: [REDACTED] [REDACTED]

Sent: 07 February 2020 07:39

To: [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@[REDACTED].[REDACTED]>

Cc: [REDACTED] [REDACTED] <[REDACTED].[REDACTED]@[REDACTED].[REDACTED]>

Subject: DVSA Quarterly Catchup

When: 19 November 2020 13:00-14:30.

Where: Berkeley House

Hi [REDACTED]

I wondered whether you wanted to keep this meeting here or move it back to December so we can followup post WEI CCS session on the 25th?

What do you think?

Best

[REDACTED]

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: DVSA Stonewall DC Renewal
Date: 27 January 2021 16:55:00
Attachments: [image001.png](#)

Hi [REDACTED] ive never had to fill in one of these in the past.

I'll check with DfT colleagues if they are still planning to pay for the whole group. Once I get a response I'll fill and return the form.

Many thanks

[REDACTED]

[REDACTED]

Pronoun: He/Him

Equality and Inclusion Specialist

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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED] 

From: [REDACTED]
Sent: 27 January 2021 16:34
To: [REDACTED]
Cc: [REDACTED]
Subject: DVSA Stonewall DC Renewal

Hi [REDACTED]

Hope you're doing well.

Checking in regarding renewal of Diversity Championship membership. DVSA membership expired on the 1st of Jan. We're hopeful that you'll renew again this year so we can continue working with you.

To renew your membership please fill in the [renewals typeform](#). If memory serves correctly historically all DfT group members renew at the same time and usually pay via one invoice, but we still need the renewal typeform completed for each org and a reference regarding the need to pay via a single invoice.

I'll be in touch soon to book in catchups for this year once I know you're moving forward with renewal. We're currently planning on running the WEI this year but we're considering some changes such as a possible longer window to complete the submission to ease the burden on organisations, possibly moving the submissions window back a month. I'll be able to advise more by mid next month and of course we'll update all DCs anyway.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: Please just use my name



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[REDACTED] [REDACTED]

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: DVSA WEI CCS
Date: 13 January 2021 14:22:13
Attachments: [Outlook-q5th2su4.png](#)
[DVSA WEI Criteria Consultancy Session.docx](#)
[Workplace Equality Index 2022 awards explainer.pdf](#)
[Stonewall Workplace Equality Index 2021 reference criteria.docx](#)

Hi all

Looking forward to meeting you all very soon.

Please find attached the documents which will be useful for reference during our meeting. We'll be using a draft version of my marking which post meeting I'll update on Stonewall Submit so you have this information available to you attached to your original submission. The draft is just an easier format for me to work with during a meeting rather than having to navigate across a larger pdf document .

Our agenda for today will be -

1. Introductions
2. WEI Update
3. WEI CCS - Bronze Award Criteria
4. Break 10 minutes
5. WEI CCS - Empowering Individuals
6. WEI CCS - Community and Sector Engagement
7. WEI CCS - Reflections
8. AOB

Speak soon.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: *Please just use my name*



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[REDACTED] [REDACTED]

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From: [REDACTED]

Sent: 24 November 2020 12:47

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

[REDACTED]

[REDACTED]

Subject: DVSA WEI CCS

When: 13 January 2021 14:30-16:30.

Where:

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information
Date: 20 November 2020 09:56:00
Attachments: [image001.png](#)

Hi all, can i suggest we push back to January.

Simon, are you able to look at Taras calendar and find a date in early January that works as a minimum with Trina and I. it will be for the whole group but its crucial we are there,so use that as a steer. Hope that's ok with you.

Trina, is that ok? with that in mind Trina, I will push back our meeting today for a couple of weeks. Is that ok with you?

Thanks all

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
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[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 19 November 2020 09:04
To: [REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: Re: pre meeting information

Hi [REDACTED]

I'm sorry but the 14th of December date has already been booked out.

I do have 3 other available sessions that week and some sessions in January if you check my shared calendar. It would be really good if we could pin the date down by tomorrow as this was the recent deadline we gave to DCs who hadn't gotten back to us as a cut off for booking.

Best



Programmes Manager - Public Sector

Pronouns: Please just use my name



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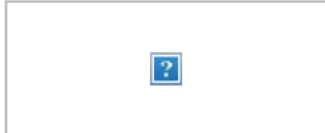


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From: 

Sent: 17 November 2020 10:04

To: 



Cc: 

Subject: RE: pre meeting information

Thanks 



[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 17:56

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

Subject: RE: pre meeting information

Hiya [REDACTED]

Sure, will cancel 25th invite and confirm look to reschedule in early December.

I'll put a holder in for 14 in my calendar, awaiting final confirm from [REDACTED] (I've currently got JNCC O&E 9-11 on 14/12).

Regards

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 16:41

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] I Cant add the 10am Monday 14 December in [REDACTED] dairy, so cant confirm the date until their return.

In the meantime can you cancel next week's meeting – saying we will reschedule for early December. Hope that's ok.

Thanks Simon

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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Croydon Street, Bristol BS5 0DA
Landline telephone 0117 9543371
Mobile 07976789480



From: [REDACTED]
Sent: 12 November 2020 13:14

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: pre meeting information

Hi [REDACTED] hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc//>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]



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From: [REDACTED]
Subject: Re: pre meeting information
Date: 20 November 2020 10:57:48
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)

Hi A [REDACTED]

Regarding the Stonewall Submission system, I'd log any problems with our operations team via memberships@stonewall.co.uk. Operationally you'll have more experience of using the system than I do because staff with account management responsibilities never experience the system as end user submitters.

If a submission has been final saved I don't know whether we can reopen it, it sounds like something we should be able to do but please engage with operations who are the tech wizards who keep the submission systems running.

Also, just a gentle nudge, it'd be helpful if we can pin the meeting date down soon please.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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[REDACTED]

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the intended recipient please notify us immediately.

From: [REDACTED]

Sent: 20 November 2020 10:38

To: [REDACTED]
[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] are you able to help with [REDACTED] point? can/should we start again from scratch? Would that make more sense or be easier?

[REDACTED] ill reschedule for week beginning 7 Dec

Thanks all

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]
[REDACTED]

[REDACTED] 

From: [REDACTED]

Sent: 20 November 2020 10:36

To: [REDACTED]
[REDACTED]

Subject: RE: pre meeting information

Hi,

no problem pushing the meeting back but we can't edit on Stonewall submit after the work I entered the other day. It seems to have submitted it rather than saved to continue editing. I probably hit the wrong button. I don't know if we'll just have to record our evidence to the questions and send them onto [REDACTED] separately?

Pronouns: She/Her

██████████ | eTB Support & Test & Release Support

Member of the **Pride Staff Network Group**

Driver and Vehicle Standards Agency | Berkeley House, Croydon Street, Bristol BS5
0DA

Team Chat

Teams Call



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Advance notice of leave/training:

From: [REDACTED]

Sent: 20 November 2020 09:56

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: pre meeting information

Hi all, can i suggest we push back to January.

██████ are you able to look at ██████ calendar and find a date in early January that works as a minimum with ██████ and I. it will be for the whole group but its crucial we are there,so use that as a steer. Hope that's ok with you.

██████ is that ok? with that in mind ██████ I will push back our meeting today for a couple of weeks. Is that ok with you?

Thanks all

114

████████████████████ Equality and Inclusion Specialist

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Croydon Street, Bristol BS5 0DA

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 19 November 2020 09:04

To: [REDACTED]

[REDACTED]

Cc: [REDACTED]

Subject: Re: pre meeting information

Hi [REDACTED]

I'm sorry but the 14th of December date has already been booked out.

I do have 3 other available sessions that week and some sessions in January if you check my shared calendar. It would be really good if we could pin the date down by tomorrow as this was the recent deadline we gave to DCs who hadn't gotten back to us as a cut off for booking.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*

[REDACTED]

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[REDACTED]

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From: [REDACTED]
Sent: 17 November 2020 10:04
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information

Thanks [REDACTED]

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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Croydon Street, Bristol BS5 0DA

[REDACTED]



From: [REDACTED]
Sent: 16 November 2020 17:56
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: pre meeting information

Hiya [REDACTED]

Sure, will cancel 25th invite and confirm look to reschedule in early December.

I'll put a holder in for 14 in my calendar, awaiting final confirm from Tara (I've currently got JNCC O&E 9-11 on 14/12).

Regards

[REDACTED]

From: [REDACTED]

Sent: 16 November 2020 16:41

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: RE: pre meeting information

Hi [REDACTED] I Cant add the 10am Monday 14 December in [REDACTED] dairy, so cant confirm the date until their return.

In the meantime can you cancel next week's meeting – saying we will reschedule for early December. Hope that's ok.

Thanks Simon

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]

[REDACTED] 

From: [REDACTED]

Sent: 12 November 2020 13:14

To: [REDACTED]

[REDACTED]

Subject: pre meeting information

Hi [REDACTED] hope you are well. im having trouble logging into the page to submit information. Can I just check. Is this the right place to do so? <https://stonewallsubmit.fluidreview.com/acc/l/>

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)
Date: 14 December 2020 14:38:56
Attachments: [image003.jpg](#)
[image004.png](#)
[image007.png](#)
[image009.jpg](#)
[image001.jpg](#)
[image002.jpg](#)

Hi [REDACTED]

The submission has been reopened. I've been advised that If it happens again, you can do this themselves by clicking on the ellipsis on the top right of the form – it'll show the option to 'Edit' which will reopen the form.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

***Pronouns:** Please just use my name*



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From: [REDACTED]
Sent: 14 December 2020 13:49
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

We started to edit it and then when I went back to do some more I wasn't able to edit it. I only have the option to Submit which we don't want to do because we haven't finished!

Pronouns: She/Her

[REDACTED] | eTB Support & Test & Release Support

Member of the **Pride Staff Network Group**

Driver and Vehicle Standards Agency | Berkeley House, Croydon Street, Bristol BS5 0DA

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Advance notice of leave/training:

From: [REDACTED]

Sent: 14 December 2020 13:48

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Sorry should have asked this, can I also clarify what is the exact problem Andrew/Trina with Stonewall Submit.

Best

[REDACTED]

[REDACTED]

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From: [REDACTED]

Sent: 14 December 2020 13:42

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

I've sent through a nudge to our ops teams personal mailboxes so hopefully they should be in touch soon to help you resolve the issue you're having with this.

Best

[REDACTED]

[REDACTED] [REDACTED]

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From: [REDACTED]
Sent: 14 December 2020 12:19
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Thanks [REDACTED] I think the change makers would be our network group colleagues, based on your response.

Also, as [REDACTED] mentioned she has contacted them but no response. If you could help by giving them a nudge, that might be helpful.

Thanks again

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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[REDACTED]



From: [REDACTED]
Sent: 14 December 2020 11:14
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

I've emailed memberships twice and have had no reply. Is there another way to get in touch with them?

Pronouns: She/Her

[REDACTED] | eTB Support & Test & Release Support
Member of the **Pride Staff Network Group**
Driver and Vehicle Standards Agency | Berkeley House, Croydon Street, Bristol BS5 0DA

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Advance notice of leave/training:

From: [REDACTED]

Sent: 14 December 2020 10:36

To: [REDACTED]

Subject: Re: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi [REDACTED]

Sorry, I think you've sent some other mail regarding this but due to delivery of sessions at this time I'm running about a working week behind anything not marked urgent.

Here's a brief paragraph about how we think of change makers -

"They're people who desires change in the world and they gather knowledge and resources to make that change happen. They're proactively engaged in working towards their objectives. The size and impact of those objectives might vary based on a person's, power, social collateral, capacity to influence, knowledge levels etc. But the most important thing is the desire for change and positive direction of travel.

They might be role models or not in the classic way we think of role models. "

I think you've been having an issue with submitting data as well, anything that involves Stonewall Submit I'd run past xxxxxxxxxx@xxxxxxxxx.xxx.xx to get it resolved as opposed to jury rigging other solutions. It makes it easier for us to manage the data we receive.

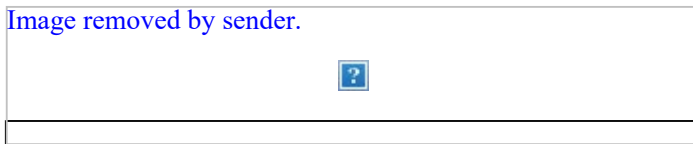
Best



Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]
Sent: 14 December 2020 10:04
To: [REDACTED]
Subject: RE: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Hi Tara, just wondering should we send what we have? We did have a question about the phrase **change makers** – can you explain what this means?

May thanks

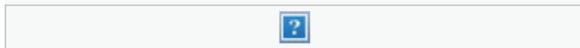
Andrew

Andrew McLean Equality and Inclusion Specialist
I support **LGBT+** staff within **DVSA**
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Landline telephone 0117 9543371
Mobile 07976789480



From: noreply@mail.smapply.net <noreply@mail.smapply.net>
Sent: 14 December 2020 00:01
To: Swan1, Trina <Trina.Swan1@DVSA.GOV.UK>
Subject: Reminder: Your application due date is 19 Dec 2020 12:00 AM (GMT)

Stonewall Submit

Dear Trina,

This is a reminder that the deadline for your application for Workplace Equality Index Criteria Consultancy Sessions is coming up on **19 Dec 2020 12:00 AM (GMT)**. Click the button below to access your application.

Thank you,
Stonewall Submit

[Access your application](https://stonewallsubmit.smapply.org/sub/20181936/)

If the button is not clickable, please copy and paste this URL into your browser's address bar
<https://stonewallsubmit.smapply.org/sub/20181936/>

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From: [REDACTED]
To: [REDACTED]
Subject: Re: Stonewall
Date: 12 May 2020 10:49:15
Attachments: [image001.png](#)
[image002.jpg](#)

Hi [REDACTED]

The online platform is limited to 2 logins. We use the primary contact email address and a second which is usually used for a network chair or other nominated committee member.

Beyond that an organisation would need to address how it shares their addresses though we'd be at pains to say it's better if they're kept confidential.

We'll also email resources if someone from an organisation mails is direct for them and as a rule loop in the main point of contact so they have awareness that we're doing that.

We can change the access names if you'd like you and Trina altered to another.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]
Sent: 12 May 2020 10:41
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall

Hi [REDACTED] sorry about that.

[REDACTED] – hope you are well. can you reconfirm the process for accessing the membership pages. I accessed it this morning with the steps I gave to [REDACTED] but he can not access the site. Any ideas?

Thanks

[REDACTED]

[REDACTED] Equality & Inclusion Specialist
I support LGBT+ staff within DVSA
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[REDACTED]



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From: [REDACTED]
Sent: 12 May 2020 10:39
To: [REDACTED]
Subject: RE: Stonewall

Hello [REDACTED]

It doesn't recognise my email address, do we have a DfT contact so I can check?

[REDACTED]

From: [REDACTED]
Sent: 12 May 2020 09:32
To: [REDACTED]
Subject: RE: Stonewall

Morning [REDACTED]

Staff need to go to:

<https://www.stonewall.org.uk/user/login> or go to main stonewall page
<https://www.stonewall.org.uk/> and then click on the login tab (top right of the page)

then input DVSA email address along with the password: [REDACTED]

[REDACTED] can you try it to check that works for you and not just [REDACTED] and myself?

Thanks

[REDACTED]

[REDACTED] Equality & Inclusion Specialist
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From: [REDACTED]
Sent: 12 May 2020 08:32
To: [REDACTED]
Subject: Stonewall

Hello [REDACTED]

Is there a password for Stonewall?

The current equality screening process states that the DfT Group is also a member of [Stonewall](#) for guidance on issues affecting lesbian gay bisexual and transgender people. I'd like to add the details onto the revised process.

Thanks,

Driver and Vehicle Standards Agency
Expert Services
Telephone: [REDACTED]

DVSA, The Axis Building, 112 Upper Parliament Street, Nottingham, NG1 6LP

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If you have a Human Resources query and are unable to find the answer to it on the intranet, please contact HR using the HR Advice Service:

Online: <http://hr.dft.gov.uk/contact-hr/>

Call: 0300 1230795 (between 9am to 4pm).



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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Stonewall jobs site
Date: 18 September 2020 10:32:02
Attachments: [image001.png](#)

Hi [REDACTED]

Sorry on a slow reply, I was facilitating yesterday.

If you're previously created a login on the site but forgotten the password, then you can reset the password via the login screen.

If you've forgotten the email used to login you'd need to query this with the ~~x@xx~~ as the logins for PE aren't the same as the DC memberships access and memberships have no capacity to access the PE systems.

If you've never registered for PE then you'll need to do so via the link in my previous mail. The PE team will verify you're a DC a requirement to use the site and then authorise your account.

Any questions please let me know.

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

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[REDACTED]

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From: [REDACTED]

Sent: 16 September 2020 17:12

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Stonewall jobs site

Thanks [REDACTED]

[REDACTED] when you have a moment can you share the log in details with Sara and myself.

Thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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[REDACTED]



From: [REDACTED]

Sent: 15 September 2020 15:48

To: [REDACTED]

[REDACTED]

Subject: Re: Stonewall jobs site

Hi [REDACTED]

You need to be register [here](#) if you haven't already, then log in [here](#) on the Proud Employers website

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

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[REDACTED]

[REDACTED]

[REDACTED]

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From: [REDACTED]

Sent: 15 September 2020 13:14

To: [REDACTED]

Cc: [REDACTED]

[REDACTED]

Subject: Stonewall jobs site

Hi [REDACTED] can you remind and colleagues how we might go about advertising some of our roles on the stonewall site?

Many thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
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[REDACTED]



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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Stonewall Submission 2021 - 3 consultancy sessions
Date: 13 October 2020 13:12:39
Attachments: [image001.png](#)

Hi [REDACTED]

You'll get an invite from me either today or tomorrow with instructions for booking (aka a published calendar) and tasks for you to undertake. The window for delivery runs from end of this month till mid December, so when booking it'll be a case of assessing how long it'll take you to complete the pre work and booking in relation to that.

Best

[REDACTED]

[REDACTED] [REDACTED]

Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]

Sent: 09 October 2020 12:26

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] >

Cc: [REDACTED]
[REDACTED]

Subject: Stonewall Submission 2021 - 3 consultancy sessions

Dear all, as we prepare for next year's submission to the WEI, we need to agree which **three** areas in the submission we would like extra support and guidance on from [REDACTED] at Stonewall.

To help identify the most important areas in need of support, please can you have a look through the 'Stonewall Webinar' folder on the WEI Teams site. The link to the site is below. If for some reason you don't have access to the site and folder, please drop myself or Trina a line.

Trina has downloaded the webinar content and saved them as MS Word and PDF documents.

[REDACTED]
[REDACTED]
[REDACTED]

Once you have viewed the documents, please can you drop everyone an email to say which areas/topics would benefit most from additional support/guidance from [REDACTED]. Please can you do so no later than **Friday 16 October**. We will then inform Stonewall of our **three** choices no later than 23 October.

We will then look to arrange appropriate times for [REDACTED] to meet with the working group before the end of the calendar year.

Hope that's ok!! Any questions – drop me a line.

[REDACTED] do the general timescales for the above work for you? If not, please contact me.

Many thanks everyone. Have a fab weekend

Regards

[REDACTED]

[REDACTED] Equality and Inclusion Specialist

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From:



Cc:

[Gary](#)

Subject:

RE: Stonewall WEI - 20 May Working Group

Date:

20 May 2020 11:02:00

Attachments:

[image001.png](#)

Hi all, just a gentle reminder about this afternoon's meeting. Please have the Teams page available with the WEI Plan tracker.

As agreed we will focus on the following items:

- **September 2020 WEI Submission** – is this still going ahead? If yes, in light of COVID 19 will there be any changes or a refocusing of the submission, or not? Since we are at the end of the 3yr cycle, will we still get an update in June about the tweaked/new questions?
- **Language & Terminology** – it would be good to get a very clear steer from you about the type of language Stonewall expects from WEI participants. E.g the use of 'Bi', 'non-binary', being explicit about protected characteristics etc. It would be good to understand from Stonewall's perspective how these words and terms can be used in anything that is being as used as evidence for the submission.
- **Procurement** – procurement colleagues are part of our WEI Working Group. Colleagues may well be a position to share our plans and likely approaches at the meeting in May. So we may well want to allocate a reasonable amount of time to discuss this with you. It may be that an additional or separate meeting with yourself is needed.

All the best



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From:

Sent: 23 April 2020 10:44

To:

Cc:



[REDACTED]
[REDACTED]

Subject: RE: Stonewall WEI - 20 May Working Group

Morning [REDACTED] good to know you are doing well. Im impressed by the 10K run . Puts my hourly run to the fridge to shame!

Cool, thanks for the invite and the Teams link. Lets run with the scheduled meeting and take it from there.

As always, in the meantime, any changes or anything to be discussed beforehand, just drop me a line

All the best, and enjoy the clean air

[REDACTED]

[REDACTED] Equality & Inclusion Specialist
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[REDACTED]
[REDACTED]



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From: [REDACTED]

Sent: 22 April 2020 14:32

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Re: Stonewall WEI - 20 May Working Group

Hi [REDACTED]

Thanks for asking, i'm doing ok, I get a 10k run in most days and if I was honest I'm quite enjoying the good weather and clean air. Though thats balanced out by the loss of social contact, but all told managing. What about you?

Thanks for the agenda topics to cover, I'll be in a better position regards WEI queries as there are key comms expected about the index by months end which you'll have had and we can discuss in more depth.

We've got 90 minutes allocated on the 20th, so plenty of time to give to topics including procurement. I'll circulate a full agenda a few days before and if anything else crops up please let me know. If you feel a separate meeting would be useful for this purpose though I'm happy to go with that option, please let me know and provide some availability.

Teams is actually better for me as it's the system we use. I've revised the meeting to include a teams link.

Best



Senior Memberships Programmes Manager - Public Sector

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From: [REDACTED]

Sent: 22 April 2020 13:35

To: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Subject: Stonewall WEI - 20 May Working Group

Hi [REDACTED] I hope you are well and coping with the very difficult times we are all living in!

We just had one of our WEI Working Group meetings and I thought I would just touch base with you on a few things that came out of our discussion.

We are planning to meet again at **1pm on Wednesday 20 May**. This will be a meeting over SKYPE. We generally use Microsoft Teams, but im not sure if that works well for conversations across different organisations, so lets leave it as a SKYPE meeting for now. I hope that works for you. If not, please say.

In terms of the meeting in May, as a starter for ten, I hope we can cover the following areas:

- **September 2020 WEI Submission** – is this still going ahead? If yes, in light of COVID 19 will there be any changes or a refocusing of the submission, or not? Since we are at the end of the 3yr cycle, will we still get an update in June about the tweaked/new questions?
- **Language & Terminology** – it would be good to get a very clear steer from you about the type of language Stonewall expects from WEI participants. E.g the use of 'Bi', 'non-binary', being explicit about protected characteristics etc. It would be good to understand from Stonewall's perspective how these words and terms can be used in anything that is being as used as evidence for the submission.
- **Procurement** – procurement colleagues are part of our WEI Working Group. Colleagues may well be a position to share our plans and likely approaches at the meeting in May. So we may well want to allocate a reasonable amount of time to discuss this with you. It may be that an additional or separate meeting with yourself is needed.

I hope the above is ok. If there are additional topics you feel we should be covering in May I can add them to the agenda.

Working group members – please respond if ive missed anything in this message.

Many thanks [REDACTED] take care and speak to you soon, if not in May!!

All the best

[REDACTED]

[REDACTED] Equality & Inclusion Specialist

I support LGBT+ staff within DVSA

Supporting embRACE SNG to create 'A Great Place to Work'

HR Expert Services

Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House,
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From: [REDACTED]
To: [REDACTED]
Subject: RE: Stonewall WEI CC Sessions
Date: 05 November 2020 13:57:47
Attachments: [image001.png](#)

Hi [REDACTED]

Sorry, I'm running horribly behind with comms as still catching up post covid absence and currently I'm covering for team members till recruitment is complete, hopeful to have things back to normal by Xmas, but at the moment I'm running a week behind unless things are flagged as urgent

It looks like there may have been a misunderstanding as I can see you've selected 3 sessions. It's a singular 2-hour meeting where we cover the three topics chosen

Takeup up of the CC sessions has been good but arranging the meetings has been tougher, in part I think to the challenges covid is still presenting, also remember there is pre session work needed on your part. Because of this we've added additional dates to our diaries and are running meetings into January now, so worth checking -

<https://outlook.office365.com/calendar/published/2dc421f53ffd465391dbd14856f46016@stonewall.org.uk/a2b6339caa934451a24021facdd381b518168172470824814249/calendar.html>

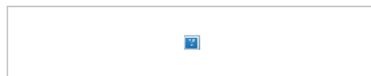
To see if anything better suits

Best

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: Please just use my name



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From: [REDACTED]
Sent: 05 November 2020 12:50
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Stonewall WEI CC Sessions

Hi [REDACTED] apologies if I've missed your reply, but are the suggested dates ok?

Many thanks

[REDACTED]

[REDACTED] Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'

BLACK LIVES MATTER

HR Experts Services
Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House, Croydon Street, Bristol BS5 0DA

[REDACTED]



From: [REDACTED]
Sent: 29 October 2020 16:45
To: [REDACTED]
Cc: [REDACTED]

Subject: RE: Stonewall WEI CC Sessions

Dear all, I received limited feedback to the choice of three sessions, so following discussions with [REDACTED] our senior sponsor and [REDACTED] regarding the three options, we are proposing the following sessions as part of our support package for next year's submission

- Option 1: Bronze Award criteria (11.00 – 13.00 Friday 13 Nov)
- Option 9: Empowering individuals (10.30 – 12.30 Friday 20 Nov)
- Option 13: Community and sector engagement 11.00 – 13.00 Wednesday 25 Nov)

I've based these on [REDACTED] availability in the online calendar. I appreciate some of these dates/times won't work for everyone – it's been virtually impossible sourcing suitable dates to fit everyone's availability. Please note, although the sessions are scheduled for 2 hours, some may not take as long. Also, if you can only attend the first part of the session, that will be fine.

[REDACTED] we prefer to use Microsoft Teams, so I hope that's ok. I also hope you are happy for the sessions to be recorded. That way, those who are unable to attend can access the full contents of all the sessions.

once you confirm that the above dates/times work for you - can you send out holding appointments for everyone's diaries? Hope that's ok

In the meantime, if anyone has any questions, please drop me a line

Thanks everyone

All the best

Equality and Inclusion Specialist
I support LGBT+ staff within DVSA
Supporting embRACE SNG to create 'A Great Place to Work'

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HR Experts Services
Driver and Vehicle Standards Agency | Human Resources, 4th Floor, Berkeley House, Croydon Street, Bristol BS5 0DA

From: [REDACTED]
Sent: 14 October 2020 10:12
To: [REDACTED]
Subject: Stonewall WEI CC Sessions

Hi [REDACTED]

Thank you for registering your interest in a Workplace Equality Index criteria consultancy session. I'm getting in touch to confirm that I'll be delivering your session and to arrange a date/time with you.

More about the session

Your criteria consultancy will be a 2-hour session focusing on the new Index criteria questions and getting you ready for when submissions open again next year.

Ahead of the session, you'll complete a pre-session task, focusing on three Index areas of your choice. We'll spend most of the meeting discussing these three areas and I'll feedback on areas for improvement.

There will also be time to discuss your LGBT inclusion work this year and any challenges you're continuing to face as a result of the COVID-19 pandemic.

Because we'll be focusing on the detail of the criteria, your team members most closely involved in compiling Workplace Equality Index submissions will find the session most helpful [adapt if they've never entered the Index]. To keep the conversation focused, I would recommend inviting no more than 5 attendees. This might also include your LGBT employee network group chairs and colleagues responsible for delivering the chosen areas of work (for example your procurement lead if you choose to focus on supply chains).

I will provide a more detailed agenda nearer the time.

Deciding a date and time

Your session can take place between October 19th-December 18th.

You can view my availability, here:

[REDACTED]

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

Once you've reviewed the available meeting slots, please:

- Let me know your three preferred meeting dates and times
- Hold these in attendees' calendars where possible
- Let me know names and job roles of your colleagues who are likely to attend the meeting too
- Share any access requirements of attendees that I should be aware of when planning and delivering the session

Once I've received your reply, I'll be in touch within a week to confirm our meeting date.

Tech arrangements

Due to ongoing restrictions relating to COVID-19, we will be delivering all criteria consultancy sessions digitally. I would be very happy to deliver the session on [organisation name]'s video conferencing system of choice. Alternatively, I can arrange a Teams or Zoom meeting through Stonewall's accounts. Please let me know your preference.

Your pre-session task -

Your pre-session task can be accessed and completed on Stonewall Submit. It should now appear within your WEI criteria consultancy session submission, where you completed your expression of interest. Here you can select your three areas of focus from the following options:

- Option 1: Bronze Award criteria
- Option 2: Bi inclusion
- Option 3: Non-binary inclusion
- Option 4: Intersectional approach
- Option 5: Reaching employees in all locations
- Option 6: Policies and benefits
- Option 7: The employee lifecycle
- Option 8: LGBT Employee Network Group
- Option 9: Empowering individuals
- Option 10: Leadership
- Option 11: Monitoring
- Option 12: Supply chains
- Option 13: Community and sector engagement
- Option 14: Service delivery

Once you've selected these, the relevant questions from the Index will appear in the following pages of the form. Please complete these as fully as you're able to, enabling me to provide

the most comprehensive feedback I can

The deadline for your pre-session work will be 10 working days before your meeting. This is a strict deadline to ensure I have enough time to review your work in-depth ahead of your session. Though this will take less time to complete than a regular Workplace Equality Index submission, I do recommend you get started as soon as possible.

Unlike a Workplace Equality Index benchmarking meeting, you will not receive scores or a written report at your meeting. However, summary feedback on each of your focus areas will be shared with you ahead of your meeting.

I look forward to hearing from you about suitable dates and times for our session. In the meantime, please let me know if you have any questions.

Kind regards,

Best



Senior Memberships Programmes Manager - Public Sector

Pronouns *Please just use my name*



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From: [REDACTED]
To: [REDACTED]
Subject: Stonewall WEI CC Sessions
Date: 14 October 2020 10:12:24

Hi [REDACTED]

Thank you for registering your interest in a Workplace Equality Index criteria consultancy session. I'm getting in touch to confirm that I'll be delivering your session and to arrange a date/time with you.

More about the session

Your criteria consultancy will be a 2-hour session focusing on the new Index criteria questions and getting you ready for when submissions open again next year.

Ahead of the session, you'll complete a pre-session task, focusing on three Index areas of your choice. We'll spend most of the meeting discussing these three areas and I'll feedback on areas for improvement.

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I will provide a more detailed agenda nearer the time.

Deciding a date and time

Your session can take place between October 19th-December 18th.

You can view my availability, here:

[REDACTED]

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

Once you've reviewed the available meeting slots, please:

- Let me know your three preferred meeting dates and times
- Hold these in attendees' calendars where possible
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Your pre-session task -

Your pre-session task can be accessed and completed on Stonewall Submit. It should now appear within your 'WEI criteria consultancy session' submission, where you completed your expression of interest. Here you can select your three areas of focus from the following options:

- Option 1: Bronze Award criteria
- Option 2: Bi inclusion
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- Option 4: Intersectional approach
- Option 5: Reaching employees in all locations
- Option 6: Policies and benefits
- Option 7: The employee lifecycle
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- Option 9: Empowering individuals
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- Option 11: Monitoring
- Option 12: Supply chains
- Option 13: Community and sector engagement
- Option 14: Service delivery

Once you've selected these, the relevant questions from the Index will appear in the following pages of the form. Please complete these as fully as you're able to, enabling me to provide the most comprehensive feedback I can.

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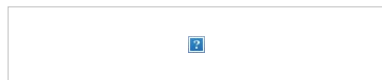
I look forward to hearing from you about suitable dates and times for our session. In the meantime, please let me know if you have any questions.

Kind regards,

Best
[REDACTED]

Tara Stone
Senior Memberships Programmes Manager - Public Sector

Pronouns *Please just use my name*



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From: Stonewall
To: [REDACTED]
Subject: Thank you for your support
Date: 17 December 2020 11:46:53

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Dear colleague,

Thank you for all your support this year.

None of us could have imagined the life changing events of 2020. It's been a year of loss and loneliness for many people, and for the LGBT+ community, the Coronavirus pandemic is just one of many threats.


Inequalities that already existed have ramped up for the most marginalised LGBT+ people, including LGBT people of colour, trans people and people living in poverty. Governments across the world are using this crisis to roll back LGBT+ rights as pressure groups mobilise against our community here and across the world. The prevalence of racist violence has left many Black LGBT+ people unsafe, and the struggle for racial justice is as

crucial as ever.

It's important that the real stories of LGBT+ people are told and that the impact of Coronavirus, and threats to LGBT + rights are understood.

Today, we want to thank you for working alongside us through a very tough time, and continuing to play your part in the fight against homophobia, biphobia and transphobia and all forms of injustice. This year has thrown most challenges at us than we could have expected, but every small step you've taken to better support your employees and your community is invaluable.

We hope you'll have a restful end of the year, so we can come back together stronger in 2021 to continue to shape a better world. For everything you've done for others, and to take care of yourself this year, thank you.

 (she/her)
Associate Director of Workplace



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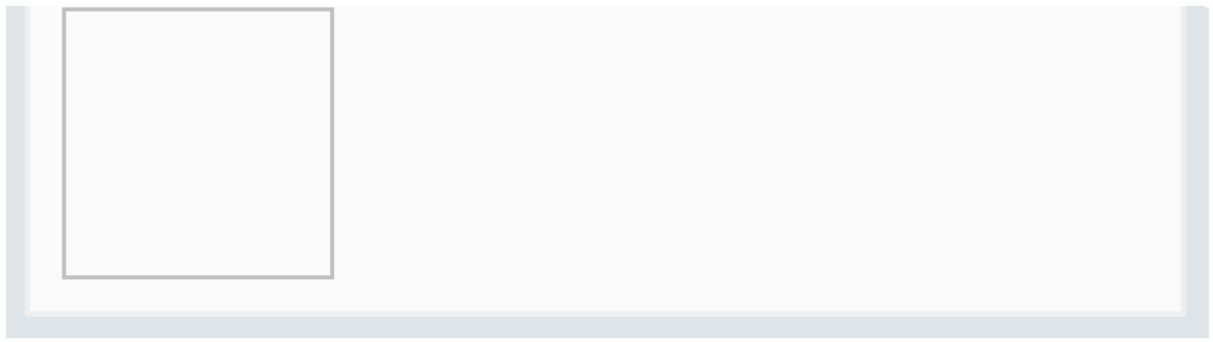
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From: Stonewall
To: [REDACTED]
Subject: Trans rights update and new research on bi experiences
Date: 24 September 2020 09:59:30

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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

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From: Stonewall
To: [REDACTED]
Subject: Update: Stonewall Workplace Conferences
Date: 14 May 2020 10:00:08

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Update: Stonewall Workplace Conferences

Dear colleague,

The spread of COVID-19 has impacted us all. We're adapting to new challenges and new ways of working. This includes the Stonewall Conference team. Today, we're excited to announce that we'll be delivering our workplace conferences digitally this year.

We weren't able to hold our London Conference in April. And it doesn't look like we'll be able to safely gather together in Manchester in September. 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.

To give you the best experience we've redesigned our content and integrated digital engagement tools. And we're delighted to invite you to join our innovative new [digital learning series](#). Over the course of five weeks beginning on 16 June we'll be delivering a range of high-quality content to help you learn and share best practice.

FIND OUT MORE

The Programme

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

Tuesday 16 June

Workshop: Creating non-binary inclusive workplaces

Wednesday 17 June

Resource release: Introduction to the new Stonewall CEO

Thursday 18 June

Knowledge sharing: Using training to embed LGBT inclusion

Friday 19 June

Coffee break: Celebrating pride remotely

Booking

Going online means we can reduce our costs and pass that saving on to you. Tickets for the digital learning series cost as little as £175. If you [book now](#) you'll receive an email to register on our event portal where all content is hosted. Before the event starts you can also download the event app to begin networking.

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



Executive Director of Workplace and Community Programmes

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From: Stonewall
To: [REDACTED]
Subject: Watch our latest Workplace Equality Index webinars
Date: 02 July 2020 14:54:30

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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: [REDACTED]
To: [REDACTED]
Subject: WEI Consultancy Criteria Sessions
Date: 14 September 2020 14:11:48

Hi [REDACTED]

Just checking in to make sure you're aware of the up coming 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 (Most likely myself) 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](#).

Best

[REDACTED]

[REDACTED]

Senior Memberships Programmes Manager - Public Sector

Pronouns: Please just use my name



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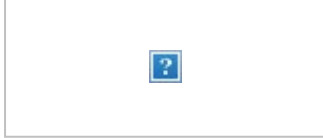
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From: Stonewall
To: [REDACTED]
Subject: Workplace Equality Index 2021
Date: 28 May 2020 13:52:55

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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: Stonewall
To: [REDACTED]
Subject: Your December newsletter from Stonewall
Date: 09 December 2020 11:19:19

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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,

 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: Stonewall
To: [REDACTED]
Subject: Your February newsletter from Stonewall
Date: 11 February 2021 14:00:06

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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,

 (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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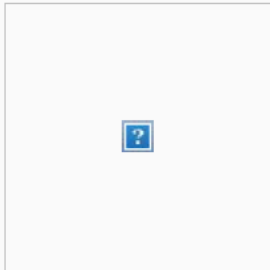
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From: Stonewall
To: [REDACTED]
Subject: Your March newsletter from Stonewall
Date: 05 March 2020 10:04:49

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Welcome to your March newsletter from Stonewall! In this edition, you'll find out about:

- Making the most out of London Workplace Conference and other ways to involve your staff in LGBT inclusion
- Our annual Equality Dinner and other upcoming events
- Trans Day of Visibility and other key dates for your LGBT inclusion calendar

Top ways to involve your staff in LGBT inclusion



How to make the most out of London Workplace Conference

Looking for more ways to embed LGBT inclusion in your workplace and beyond? [Stonewall's London Workplace Conference](#) held on **3 April 2020** is the largest event of its kind in Europe. Delegates access unique benefits allowing you to make lasting change in your organisation;

- **Download our conference app** for [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 07511166658.

[Read more about the Equality Dinner](#)

24 April
Allies Programme

London

[Find out more](#)

24 April

Network Group Masterclass

Glasgow

[Find out more](#)

28 April

Trans Allies Programme

London

[Find out more](#)

6 May

Equality Dinner

London

[Find out more](#)

For more upcoming events, visit our [Diversity Champions calendar](#).

Keep up with the LGBT inclusion world

Celebrate your trans colleagues for Trans Day of Visibility

31 March is Trans Day of Visibility, a great opportunity to celebrate trans identities in your workplace. Here are a few things you can do to mark the occasion:

- **Profile trans role models** from your organisation or sector to show all staff that it's possible to be comfortable and successful at work without compromising on who you are.
- **Encourage senior champions to communicate a strong message** for trans inclusion with all staff – because senior leaders play a key role in creating 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

26 April

Lesbian Visibility Day

17 May

International Day Against Homophobia, Biphobia and Transphobia (IDAHoBiT)

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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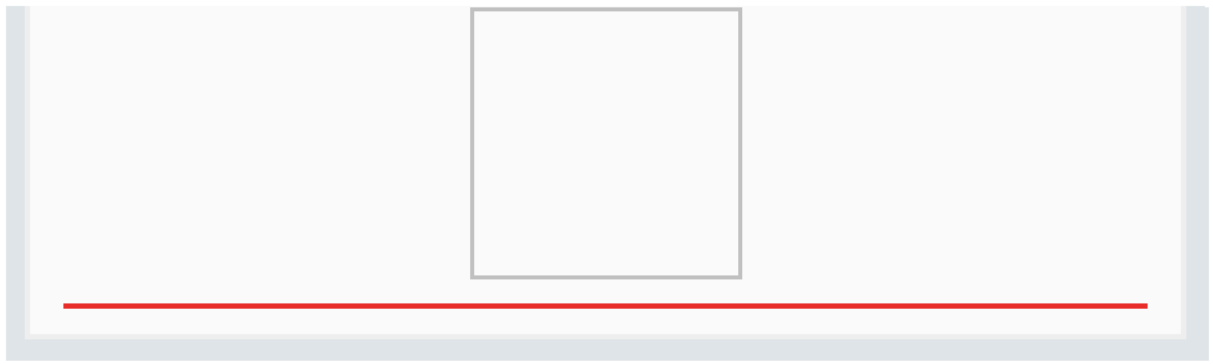
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From: Stonewall
To: [REDACTED]
Subject: Your May newsletter from Stonewall
Date: 07 May 2020 12:17:46

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Dear colleague,

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

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

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

Direct support

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

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

The Stonewall team are gathering [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)

24 May

Pan Visibility Day

June

Pride Month

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

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