FINDING YOUR COLLECTIVE VOICE

How to run an effective and diverse LGBT employee network group

Stonewall
Acceptance without exception

INTRODUCTION

LGBT employee network groups are an essential part of creating LGBT inclusive workplaces. They allow LGBT employees to support their peers and find community at work, they raise awareness of the importance of LGBT inclusion among colleagues, and they can be a critical friend to the organisation to push it to do the best it can to create an inclusive environment.

However, leading a network group can be as challenging as it is exciting. Employees often volunteer to do so on top of their day-to-day job and without any specific training. This guide will provide guidance for network groups to overcome these challenges and make the most of their resources and potential.

WHAT YOU CAN DO AS A NETWORK

Starting out

PROVIDE PEER SUPPORT	RAISE AWARENESS	BE A CRITICAL FRIEND TO YOUR ORGANISATION
Hold regular network group meetings for members to discuss LGBT inclusion and their experience of being LGBT within your organisation.	Keep your network group visible to encourage internal discussion around LGBT inclusion.	Feedback to senior management or your human resources team when organisational practice isn't LGBT inclusive and how it can be improved.
Organise socials outside of work hours to help members build their own support network.	Share educational information or articles about LGBT workplace inclusion with your organisation through all-staff communications. Consider working with your internal communications team if there is one	Formally reviewing new and existing organisation policies for LGBT inclusion
Be a visible point of contact for LGBT colleagues to approach if they need it – for example, if they've experienced discrimination, or have concerns related to LGBT inclusion.	Internally profile willing members of your network as internal LGBT role models. You can use our **LGBT Workplace Stories** as examples when putting together internal role model profiles.	

Next steps

PROVIDE PEER SUPPORT	RAISE AWARENESS	BE A CRITICAL FRIEND TO YOUR ORGANISATION
Offer support for employees seeking to report homophobic, biphobic or transphobic bullying, harassment or discrimination at work.	Organise internal events, discussions or lunch and learns to educate colleagues on different aspects of LGBT inclusion.	Help senior management and relevant teams review wider organisational work and service delivery.
Organise a buddy system within the network so that all LGBT members who need have a peer to talk to.	Hold initiatives to raise funds for LGBT charities and local community groups. This is a great way to spark internal discussions about LGBT inclusion and to help further LGBT equality in your wider community.	Advise teams on how to make their work and service delivery more LGBT inclusive.

Going above and beyond

PROVIDE PEER SUPPORT	RAISE AWARENESS	BE A CRITICAL FRIEND TO YOUR ORGANISATION
Get involved in sector-wide LGBT network groups. This offers new opportunities for your members to network with the wider sector.	Set up a reverse mentoring scheme, in which network group members regularly meet with senior staff to discuss their experiences and how senior leaders can support them	Identifying wider issues within your sector and encouraging your organisation to role model and share inclusive practice to influence other organisations.
Run professional development initiatives or events for LGBT employees. This can help increase their career confidence, help them build stronger and wider networks, and counteract real or perceived barriers to progression.	Get involved with and support external events promoting LGBT inclusion. This could be a local pride or a community event.	
	Organise your own external-facing awareness raising events to promote LGBT inclusion within your sector or local community.	

EFFECTIVELY USING YOUR INFLUENCE AS A NETWORK GROUP

SET TANGIBLE GOALS AND COMMUNICATE THEM CLEARLY – being very specific about things you'd like to see change within your organisation will help you help you make a strong case for, measure and achieve your objective.

IDENTIFY THE BEST CHANNEL FOR ACHIEVING YOUR OBJECTIVES – this could be changing existing policy, creating new policy, holding an awareness raising event, or something else entirely.

IDENTIFY THE BEST INDIVIDUAL OR TEAM TO APPROACH AND HOW TO GET THEM ON BOARD – think about who has oversight of the things that need to be change (for example, your HR team when changing policy) or who needs to be involved (for example, inviting your non-LGBT colleagues to an awareness raising event.)

BUILD STRONG LONG-TERM RELATIONSHIPS – don't wait until you need support to reach out to groups that could be on your side. By keeping allies engaged or maintaining a mutually supportive partnership with other network groups internally, you can make sure that you have supportive colleagues on your side when you need them.

KEEPING YOUR MEMBERS SAFE

When running an LGBT employee network group, the safety and privacy of your members should be your top priority.

CONFIDENTIALITY

Many LGBT people aren't out at work and joining a network group can be a good way for them to build their confidence before coming out to more colleagues. To protect your members' privacy, the identity of members should not be available to individuals outside of the network group, particularly if your network group is not open to allies. There are simple steps you can take to protect the privacy of your members.

For example, remembering that one of the meeting rooms in your office shouldn't be used because it isn't very soundproof or familiarising yourself with the privacy settings available on your online forums can both make a big difference. The network group should also be clear with its members that personal information disclosed within the network shouldn't be shared outside the group without their consent. This can be formalised within a network group code of conduct, as well as included as a regular reminder in network group meetings or on online posts.

SAFEGUARDING

LGBT employee network groups are often a main point of contact for employees to get support on reporting homophobic, biphobic and transphobic bullying or harassment within an organisation. Sometimes members will come forward with sensitive information or serious grievances. It's crucial for any elected representatives to be familiar with your organisation's policies on disclosure and safeguarding. You should establish a clear process for supporting a colleague in distress.

Consider reaching out to your organisation to ask them to provide tailored training for elected network group representatives. This will help your representatives to feel more confident when approached by colleagues in need of support.

Keeping yourself safe and well – physically and emotionally – is just as important as keeping other members safe. You should never feel pressured to provide advice and support if you're unable to or it's causing you distress. Always remember that you can instead signpost people to another network group member who's able to help, or to external organisations that can provide more appropriate support.

A GOOD LEADERSHIP STRUCTURE

Running an LGBT employee network group can require a lot of work, and distributing this work effectively is key to achieving your goals. Clearly defining a leadership structure, with specific tasks assigned to each role, will help your network group run smoothly and effectively.

CHAIR OR CO-CHAIRS – having one or two lead individuals is essential for an effective network group. They help establish a key point of contact for senior leadership to approach the network group. Chairs or co-chairs are also there to manage the rest of the executive committee (if there is one) to ensure everything gets done.

EXECUTIVE COMMITTEE – a full executive committee allows more members to get actively involved in network group operations and can help you be more ambitious with its objectives and activities. Executive committees work especially well for large network groups with enough members to consistently fill more than two positions.

COMMON POSITIONS THAT MAKE UP EXECUTIVE COMMITTEES INCLUDE:

SECRETARY – this person is typically in charge of organising and keeping records of network group meetings, as well as coordinating communications with members and the wider organisation.

TREASURER – this person oversees the network group budget and expenditure.

EVENTS AND SOCIALS LEAD – this person is in charge of running events for the network group. This could involve awareness raising events such as panel discussion about specific topics related to LGBT inclusion, as well as social events like a network group breakfast to build stronger links between members.

REPRESENTATIVES FOR SPECIFIC JOB TYPES – this may be based on seniority, or branches of your organisation that have specific needs. For example, some network groups have a graduate rep, part-time, remote worker rep, or a rep for the most junior job bands within the organisation.

LOCAL LEADS – if your organisation operates in multiple locations, having regional or local representatives can help coordinate activity across sites. Depending on the size of the local branches of your network group, you may decide to have other localised roles, such as a secretary or treasurer for each site.

REPRESENTATIVES FOR UNDERREPRESENTED IDENTITIES - creating roles that represent specific identities that are often left behind is a good way to make sure that inclusion of all LGBT people is at the heart of your network group and its structure. The next section of this guide will provide more insight into how you can make your network group more diverse and inclusive.

AN INCLUSIVE AND DIVERSE NETWORK GROUP

Regardless of the size of your network, it's essential to have systems in place to ensure the most marginalised voices are represented.

Your network should be taking active measures to ensure that bi and trans people feel included, recognised and supported by their network. You should also be tackling the barriers facing LGBT people based on other aspects of their identity such as gender, disability, black, Asian or minority ethnic (BAME) identity, age, socioeconomic background or faith.

EMBEDDING DIVERSITY AND INCLUSION OF ALL IDENTITIES WITHIN YOUR COMMITTEE STRUCTURE

Diversity and inclusion of all LGBT employees should be at the core of your network group's values and how it operates.

Many LGBT people face discrimination from within the LGBT community – experiences of transphobia, biphobia, racism, sexism or ableism coming from LGBT peers are far from unusual. It's important to think about how your network group structure and processes can be utilised to support inclusion of LGBT employees.

EXECUTIVE COMMITTEE REPS – this is very common practice to guarantee representation of the identities that are often left behind by LGBT groups. For example, having a bi rep and a trans rep is a good way to keep the network group accountable and ensure that bi and trans issues are engaged with. It also ensures there's someone that bi and trans people can feel confident going to if they need to discuss issues specifically relating to those identities. You should also consider having reps for LGBT employees with other marginalised identities such as BAME, women or disabled LGBT employees.

EQUALITY AND DIVERSITY LEAD – while equality and diversity should be everyone's responsibility, it can be helpful for one individual to have a specific focus on scrutinising the network group's activities for inclusivity. This might include ensuring that venues for network group events are always accessible or reviewing the terms of reference to ensure that the language doesn't exclude any LGBT employees.

CODE OF CONDUCT – expressing a strong commitment to tackling all forms of discrimination, bullying or harassment in your network group's code of conduct is essential. This should be clear and specific. For example, a member who has experienced racism from someone else within the network should be able to turn to the code of conduct and find an explicit ban on discrimination, bullying and harassment based on race.

USING A GENDER BALANCE SYSTEM FOR CO-CHAIR ROLES – this can be a good way to champion the inclusion of women within your network group. Gender balancing initiatives can take on many different forms depending on context, but be aware that the way they're implemented can erase non-binary identities. Keeping one co-chair position open for only for women and non-binary people while the other position is open to employees of any gender is a good way to champion women's inclusion within your network group while keeping your structure and language trans inclusive.

SUPPORTING A DIVERSE MEMBERSHIP IN YOUR DAY-TO-DAY WORK

When running events, initiatives and activities, always remember that there's a wide range of identities and experiences within your network group.

CELEBRATE AWARENESS DAYS AND OTHER NOTABLE DATES – for example, by profiling lesbian role models for Lesbian Visibility Day or organising an event about the barriers facing black LGBT people during Black History Month.

WORK WITH EXTERNAL ORGANISATIONS – there are many LGBT community organisations across the UK, and working with them could bring a lot to your network group and to those organisations. For instance, if there's an active LGBT Muslims' group in your area, consider inviting them for an event about faith and LGBT identities.

WORK WITH OTHER NETWORK GROUPS WITHIN YOUR ORGANISATION – when there's more than one active network group within an organisation, building partnerships can help all network groups get stronger and keep each other accountable when it comes to diversity and inclusion. For example, organising a joint event with your disabled employee network group can promote inclusion of disabled LGBT employees and help your network group gain more insight into disability inclusive practice. This is also a great way to recruit allies for your network group and empower your members to stepping up as allies to other network groups.

WORKING WITH ALLIES

An ally is someone who openly challenges systems, policies and behaviours that obstruct equality for LGBT people, but does not necessarily identify as lesbian, gay, bi or trans themselves.

This concept also notably includes support between people who identify differently within the LGBT community – for example, a gay person who openly stands up against biphobia is a bi ally.

Getting allies engaged with your LGBT employee network group activity and initiatives will help your network group have a bigger impact on your organisation, its culture, and the well-being of LGBT employees.

Key ways for allies to support your network group and further LGBT inclusion include:

VOLUNTEERING THEIR TIME AND SKILLS – whether you're organising a big awareness-raising event or booking rooms for your monthly meetings, network group initiatives can be time consuming for members. Having a few extra hands available can make a big difference and help your network group achieve its goals.

CHAMPIONING LGBT INCLUSION WITHIN THEIR TEAM – LGBT inclusion should run through everything an organisation does. Having active allies across the organisation is a good way to make sure that every team takes ownership of their own LGBT inclusion.

RECRUITING, COACHING AND MENTORING OTHER ALLIES – allies are in a great position to educate other colleagues and encourage them to start actively support LGBT equality(?). They may do this informally, by having conversations with their peers within the organisation, or formally, through an ally mentoring scheme.

Knowing who your allies are and how to approach them is crucial. Here are three key ways your network group can build a relationship with its allies:

1. OPENING UP YOUR NETWORK TO ALL ALLIES

Many LGBT employee network groups are open for non-LGBT employees to join as allies. The benefits include:

Keeping allies actively engaged with network group activity and making processes smoother when your network group needs to reach out to allies for specific support.

Promoting the idea that LGBT inclusion is everybody's responsibility, regardless of how they identify.

Making it easier for LGBT employees who aren't out at work to get involved without outing themselves.

However, remember that LGBT employee network groups are groups run by and for LGBT employees. The decision to open up the network group to non-LGBT allies should be made collectively by LGBT members of the network. There should also always be occasional spaces or events that are open only to LGBT members, so they can share their experiences confidently with their LGBT peers.

BEING A GOOD ALLY IN A NETWORK GROUP

LISTEN TO AND AMPLIFY LGBT VOICES – the work of your LGBT employee network group should be led by LGBT employees, and being an ally means you get to learn from them while supporting them! Being open to learning new things and to have your current views challenged is an essential part of being an ally.

BE A VISIBLE POINT OF SUPPORT – show your LGBT colleagues that they can feel safe around you and that you can be approached for support if they need it.

OFFER UP YOUR TIME AND SKILLS – LGBT inclusion is everyone's responsibility, and LGBT employees shouldn't have to take on all the work that goes into it. Being a good ally sometimes simply involves volunteering to handle the reception desk at an awareness-raising event or going around your office to office to hand out flyers.

2. WORKING IN PARTNERSHIP WITH A SEPARATE ALLIES' GROUP

Allies' groups that operate separately from LGBT employee network groups are another popular way of mobilising allies internally.

This option is a good way of clarifying the difference between the role of allies and the role of LGBT employees within the network group structure. It creates a more private and confidential space and prioritises the voices of LGBT employees – as the people directly affected by LGBT inclusion or lack thereof. At the same time, it still provides a space for allies to get involved, organise LGBT inclusion initiatives, and provide support for the LGBT employee network group when appropriate.

When working with a separate allies' group, it's important to make sure each group has clear aims and objectives to avoid confusion or overlap.

3. ENGAGING ALLIES WITHOUT A FORMALISED ALLIES' GROUP

While formalising a space for allies in your structure can help empower them to take more responsibility, network groups can still effectively engage allies without doing this. Using internal communications, the network group can keep non-members informed of their activities and request help and support when needed. Allies often choose to make themselves visible with things such as rainbow lanyards or pins, emails signatures and more. Rolling these out internal is a good initial way to encourage allies to be visible, which makes them easier to approach for help or support when necessary.

Reaching out to senior employees and encouraging them to become active allies can also be a great approach. By being visible allies, senior champions for LGBT inclusion can be role models for their teams and the rest of the organisation, and empower more employees to step up as allies.

To make this model effective, clearly communicating with your organisation about your network group, what it's up to, and how allies can get involved and support you is essential.

TERMS OF REFERENCE AND YEARLY OBJECTIVES

WHY THEY MATTER

Having clearly defined terms of reference and yearly objectives is an important first step for your employee network group to run smoothly. While they both play a foundational role for your network, terms of reference and yearly objectives have different purposes.

Terms of reference map out the way the network functions and aren't limited in time. They may cover the structure and election process for a chair, co-chairs or a network committee, whether the network functions as an online space, or has in-person meetings, and more. On the next page, you'll find a template to help you develop your own terms of reference.

Yearly objectives are specific targets and goals that the network aims to achieve within the next year. These should be tangible and measurable, similar to a business plan. Depending on the size or structure of your network, these objectives may be broken down into roles and tasks assigned to specific network members. Depending on the type of activities it carries out, a network may decide to use quarterly or semesterly objectives in addition to – or instead of – yearly objectives. A draft set of yearly objectives can support your business case when setting up a network or seeking buy-in in the form of senior support, space or funding.

TEMPLATE TERMS OF REFERENCE

1. PURPOSE

Clarify the role of the network group within your organisation. This should refer to broad goals rather than specific yearly objectives. For example:

"This LGBT employee network group exists to support LGBT employees within [organisation] and create a more LGBT inclusive work environment. It's there to provide peer-to-peer support to LGBT employees, to promote a better understanding of LGBT inclusion across the organisation, and to be a critical friend to the organisation by encouraging it to make its policies, processes and work as LGBT inclusive as possible."

2. DEFINITIONS

You may want to define specific terms and the way you use them within your terms of reference. This could include terms related to LGBT inclusion or to your organisation's work.

For more guidance on defining terms related to LGBT inclusion, consult our glossary of terms.

3. MEMBERSHIP AND REPRESENTATION

Clarify who the network group is open to, and how employees can become members.

You should clarify whether your network group membership is open to all employees, including allies who aren't LGBT, or if it's reserved for self-identifying LGBT employees. If relevant, you should also specify whether your network group is open to individuals who work with your organisation without being employees – like placement students or volunteers.

Explain what is involved within membership – this could involve things such as the ability to attend network group meetings, being added to an online network group page or mailing list, or the right to vote in executive committee elections. If your network group is open to non-LGBT employees but has some specific spaces reserved for LGBT employees only, specify this as well.

4. CONFIDENTIALITY

Explain the rules and measures in place to protect the privacy of your members.

This could include reiterating that personal stories or information shared within meetings shouldn't be shared outside the group without the relevant person's consent, or clarifying who has access to the list of members and who doesn't.

5. LEADERSHIP POSITIONS

List the elected positions and roles within the network group, and what their responsibilities are. Make sure to specify the lengths of each term, how many terms an individual can do in their role, and to detail the election process.

This section may also identify key employees or job roles within the organisation that work in partnership with the network group, such as a senior sponsor, or the human resources team.

6. OPERATIONS

Specify the frequency of meetings, guidelines regarding the use of your online page, or any other practical ground rules that determine how your network group operates.

7. CODE OF CONDUCT

Set some ground rules to ensure that your network group is a safe, comfortable and effective space. Your code of conducts may include rules such as:

A ban on bullying and harassment within the network group. This should explicitly involve homophobic, biphobic, transphobic, racist, sexist or ableist harassment. This is an essential part of your code of conduct and should be included by all network groups.

Mandatory commitment to confidentiality and respecting the privacy of colleagues.

Actively listening to each other and not speaking over others.

Respecting the opinions of other members and respectfully challenging each other views to come to the best conclusions as a group.

Respecting colleagues' work toward LGBT inclusion.

Respecting time constraints and deadlines.

8. REVIEWING THE TERMS OF REFERENCE

Include reminder that terms of reference should be reviewed annually by the network group. These reviews may not result in any changes, but they ensure that your terms o reference are kept up-to-date.

COMMUNICATING INTERNALLY

Keeping all employees within your organisation informed about network group activity is essential. It helps raise awareness of LGBT inclusion, helps you recruit allies and promotes a positive workplace culture. Your visibility will also ensure employees know they can turn to you if they need it.

You should always work under the assumption that there are LGBT employees in your organisation who aren't members of your network group - whether they aren't out at work, have recently been hired, or haven't joined the network group for another reason.

SEND REGULAR NETWORK GROUP UPDATES – frequently tell your organisation about what you're up to, provide an overview of internal changes you're influencing and always include a reminder of how to join the network group. Find the platform that works best, whether that's an email sent to all staff, a post on your intranet system, a section in your internal newsletter, or something else.

GET NEW STARTERS ON BOARD – make sure that information about your network group is included in induction content to get new employees on board from the get-go.

GET CREATIVE – it can sometimes feel like your message is getting lost when all your colleagues are busy with their job. Sharing information about your network group on more than one platform can help combat this. From flyers and posters in your office kitchen or other communal spaces to email signatures, there are countless ways to keep all your colleagues informed.

SPOTLIGHT ON: ATOSPRIDE

A LITTLE INFORMATION ABOUT ATOS PRIDE

'AtosPride, our LGBT+ and Allies employee network group, was founded in January 2016. We started out in Atos UK&I and from there we grew to more than 1200 members in over 30 different countries. We're a global company, and we have over 20 office locations just in the UK. Our head office is in London, with approximately 600 employees, but a significant amount of people work from home or remotely in some other way – on client sites for example. Nobody in the current AtosPride committee is based in the head office, so things like handing out flyers and organising physical events at the office aren't possible for us. For the network group, this can be a challenge at times, but also an opportunity. We have to manage ourselves as a community in different ways than a lot of other employee network groups in different organisations.'

HOW WE WORK ONLINE

'We tend to have a big online focus. We have an enterprise social network that we use to share information, and where people join and how we know the number of members. This is a great tool for us to regularly share profiles of LGBT+ role models and publicise webinars. Any member can share articles or information that they think is relevant, and we try to encourage everyone to engage with posts and have discussions. We also send out emails and advertise the network group in internal newsletters so that new people who want to join know how to find us.'

JULIA ATWATER, previously co-chair of AtosPride

MAKING THE BEST OF YOUR ONLINE PLATFORM: JULIA'S PRACTICAL TIPS

BE CONSISTENT: Make sure your post titles and structure are consistent if you plan a series around a particular theme, for example we have a series of posts highlighting LGBT+ role models. Consistency makes it easier for your audience to find and engage with your content.

DIVERSE POSTING: It's important that a broad range of people are posting content to ensure creativity and openness. If you find an interesting article that's valuable to the community but you have been a very frequent poster recently, consider asking a less active member to post it.

PROVOKE REACTIONS: When you share news and opinion articles, make sure to highlight quotes, ask questions or create a poll to encourage reactions and increase engagement.

MANAGE ACTIVELY: Have organisation and structure, don't be afraid to actively manage your community, and make clear what you want to achieve as a team. This isn't about censoring posts but to avoid losing the good stuff amongst any potentially irrelevant noise.

Read more about how Atos Pride uses online tools to create community.

HOW WE RUN EVENTS

'We've hosted some on-site events and socials after work, but we are conscious we don't want to exclude remote workers so we don't have too many of these. However, we often organise webinars, which usually get great feedback and attendance. We also host an annual Diversity and Inclusion Expo organised as a joint effort between all of Atos's diversity and inclusion network groups.

'The entire event is livestreamed and live-captioned. Attendance in person isn't usually very high but there is always a large number of colleagues attending remotely from all around the world. We use an app that allows people to submit questions online, so they can be as engaged with the talks and workshops as someone in the room. For our upcoming Expo this year, and we're working to come up with new ways to leverage this livestreaming system so the event can be as useful and engaging as possible for everyone!

'An important aspect of webinars and livestreamed events is that colleagues can join and watch anonymously if they want to, which can be a great opportunity for people who aren't out at work to get involved. They're also a good, affordable option when a network group has a small budget or none at all – like ours when we first started!'

HOW WE RUN CAMPAIGNS AND INITATIVES

'A lot of network groups and organisations seem to opt for rainbow lanyards or similar initiatives for LGBT+ employees and allies to make themselves visible. Of course, this isn't something we can really do because the majority of our employees don't see each other in person.

'Instead, people can use rainbow filters on their profile pictures on our corporate system. They also add statements in their email signatures stating that they're an AtosPride ally. Sometimes, we even get emails from people from outside our organization who we work with, saying they liked those email signatures and want to talk to us about our LGBT+ inclusion work.

'Recently, we also organised an event called Stride for Pride to encourage colleagues to come into the office to go for a walk together and raise money and awareness for an LGBT+ mental health charity. We encouraged remote workers to get involved by pledging their commitment to moving 5k from their locations. People went running, walking, swimming, cycling and even kayaking! This was a great way to have site-based activities but also involve our remote workers.'

HOW WE SUPPORT OUR MEMBERS

'The experiences and needs of our LGBT+ employees are actually quite different to those of employees in an office setting. Remote working can make things easier for some people: working at home can alleviate a lot of worries regarding office dress codes for non-binary people for example. On the other hand, it can be isolating for employees not to be able to get to know colleagues in person, which can be particularly hard on our LGBT+ employees. It's important that we're able to understand the unique needs of our employees, so that we can do our best to support them.'

REACHING OUT WITHOUT AN ONLINE PLATFORM

If your organisation doesn't have an intranet page, there are other ways you can communicate with staff and let your colleagues know about your LGBT employee network group. This could be through a printed newsletter sent in the post, or even posters to be put up in all staff rooms in every location you operate in. If your organisation has a team or staff member dedicated to internal communications, try discussing this with them – chances are they've already had to think of solutions for this problem.

MORE FROM STONEWALL

NETWORK GROUP MASTERCLASS

Join over 100 professionals from other leading organisations to learn and share ways to ensure your network group is a real force for change. You'll be able to choose from four interactive workshops covering key practical considerations for network groups, and develop the tools and confidence to lead your network and influence decisions.

For more information, visit:
www.stonewall.org.uk/events/network-group-masterclass

EMPOWERMENT PROGRAMMES

Stonewall's empowerment programmes enable individuals to make a difference for LGBT people at work, at home and in their communities. Our workplace programmes help individuals recognise their role in creating an accepting and inclusive workplace culture. We run programmes for LGBT role models, allies, trans allies, LGBT leaders and young aspiring LGBT leaders.

For more information about our in-house and open programmes, contact:
@..

WORKPLACE CONFERENCES

Held annually in Cardiff, Edinburgh, Manchester and London, Stonewall workplace conferences are Britain's leading events on LGBT workplace inclusion. Experts bring our guides to life and help you adapt them for your organisation. Sessions cover all the topics in this resource and more, including supporting trans staff, delivering inclusive services and empowering senior leaders.

For more information, visit:
www.stonewall.org.uk/workplace-conferences

FURTHER RESOURCES

As part of the Diversity Champions programme, Stonewall produces a range of best-practice guides and research to help you create inclusive and accepting environments for your staff and service users. To explore the full range of resources, visit:
www.stonewall.org.uk/workplace-resources
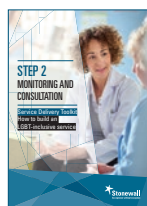
THE EMPLOYEE LIFECYCLE

THE EMPLOYEE LIFECYCLE
Engaging and supporting employees throughout their journey

SENIOR CHAMPION GUIDES

SECURING SENIOR BUY-IN
A TOOLKIT FOR ENGAGING SENIOR LEADERS IN LGBT INCLUSION

STANDING UP FOR LGBT INCLUSION
A GUIDE FOR SENIOR CHAMPIONS

SUPPORTING TRANS STAFF IN THE WORKPLACE

SERVICE DELIVERY TOOLKIT

STEP 1 BEGINNING THE JOURNEY
Service Delivery Toolkit
How to build an LGBT-inclusive service

STEP 2 MONITORING AND CONSULTATION
Service Delivery Toolkit
How to build an LGBT-inclusive service

STEP 3 TRAINING FRONTLINE STAFF
Service Delivery Toolkit
How to build an LGBT-inclusive service

STEP 4 COMMUNICATING AN INCLUSIVE SERVICE
Service Delivery Toolkit
How to build an LGBT-inclusive service

FIRST STEPS TO TRANS INCLUSION
An introduction to trans inclusion in the workplace

COMMUNICATING COMMITMENT TO TRANS INCLUSION
The trans inclusion journey and communicating commitment to all staff

CREATING A TRANSITIONING AT WORK POLICY
How to support your staff through their transition

INCLUSIVE POLICY TOOLKIT

PART 1 EMBEDDING LGBT INCLUSION IN ALL POLICIES
Inclusive Policy Toolkit
How to develop LGBT-inclusive employee policies

PART 2 DISCRIMINATION, BULLYING AND HARASSMENT POLICIES
Inclusive Policy Toolkit
How to develop LGBT-inclusive employee policies

PART 3 FAMILY AND LEAVE POLICIES
Inclusive Policy Toolkit
How to develop LGBT-inclusive employee policies

PART 4 TRANS INCLUSION POLICIES
Inclusive Policy Toolkit
How to develop LGBT-inclusive employee policies

TRANS INCLUSIVE POLICIES AND BENEFITS
How to ensure your policies and benefits are trans inclusive

ENGAGING ALL STAFF IN TRANS INCLUSION
How to engage all levels of staff in the trans inclusion journey

GETTING IT RIGHT WITH YOUR TRANS SERVICE USERS AND CUSTOMERS
How to support your staff deliver a trans inclusive service to service users