

**From:** [REDACTED]  
**Sent:** 14 December 2021 12:44  
**To:** [REDACTED]  
**Subject:** Workplace Conference: Early Bird Tickets.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are well!

I am excited to share with you the return of our London Workplace Conference.

The UK's leading event on LGBTQ+ inclusion is set to return both in-person and online on 25 March 2022. We will be hosted by London's iconic County Hall, bringing together D&I and HR professionals, LGBTQ+ networks and senior leaders, all dedicated to creating LGBTQ+ inclusive workplaces.

We'll be releasing more details of the event programme in early 2022, but this is your chance to get **early-bird reduced price tickets available until 31 December 2021.**

[BOOK YOUR TICKETS](#)

**Why attend?**

This is your unique chance to:

- Learn and share the latest best practice in a choice of interactive workshops
- Build practical action plans that are tailored to your context
- Network with hundreds of professionals from other leading organisations

We last ran this conference in 2019, where **96% of delegates rated the conference as either excellent or good.**

**Join us in-person or online**

This year we will be offering both in-person and online tickets, which will support your colleagues to attend who are unable to travel to London.

[FIND OUT MORE](#)

Please get in touch with our Empowerment team with any questions you have about the conference: [REDACTED]

We hope to see you in March!

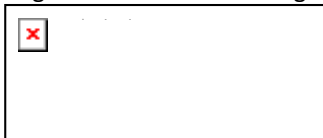
Best wishes,

[REDACTED]

[REDACTED]



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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 10 November 2021 18:08  
**To:** [REDACTED]  
**Cc:** Events  
**Subject:** Invitation - Festive Reception 2021  
**Attachments:** Invitation - Festive Reception21.pdf

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear [REDACTED]

I'm delighted to invite you to our Festive Reception taking place **Wednesday 24<sup>th</sup> November** from 7.30pm – 8.30pm.

Hosted by the fantastic [REDACTED] you can expect laughter, inspiring speeches, and celebrity performances. Last year, our incredible speakers included [REDACTED] and [REDACTED].

Hear from our [REDACTED] and Celebrity Speakers about our work on:

- Asylum and refugees
- Trans healthcare
- Family formation
- Conversion therapy
- Hate crime

As always, all our guests will have the opportunity to win some incredible prizes by entering our Luxury Raffle or bidding on some of our out-of-this-world prizes in our Silent Auction. All funds raised on the night go towards our essential ongoing work supporting and fighting for the LGBTQ+ community.

Please let me know if you are interested in attending and I will add you to the guestlist. You are welcome to share this invitation with colleagues/ connections who might be interested in attending, I will just need names and email addresses for the list.

**I can't wait to see you there!**

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]



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# Stonewall

## FESTIVE RECEPTION INVITATION



Join online to hear from our CEO, celebrity speakers and breathtaking performers.

Bid big! There'll be the opportunity to buy auction prizes and raffle tickets on the night.

Register for your free place by emailing



**WEDNESDAY 24 NOVEMBER 2021**  
**7.30PM-8.30PM**

Charity Number 1101255  
Vat Registration Number 862906405  
THIS IS A FUNDRAISING EVENT

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 29 October 2021 10:26  
**To:** [REDACTED]  
**Subject:** RE: Membership expiring on 27 Oct 2021

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope this finds you well.

Just a reminder regarding the renewal, as membership expired on 27<sup>th</sup> October. Could you please arrange for the purchase order so that I can renew the membership and send over the invoice.

Many thanks,  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 13 October 2021 11:51  
**To:** [REDACTED]  
**Subject:** RE: Membership expiring on 27 Oct 2021

Hi [REDACTED]

I can now confirm that SDS will be renewing membership. I will arrange for a purchase order to be created.

Regards  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 20 September 2021 14:52  
**To:** [REDACTED]  
**Subject:** Membership expiring on 27 Oct 2021

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you both are doing well.

I wanted to let you know that Skills Development Scotland's membership for Diversity Champions Programme is expiring on 27<sup>th</sup> Oct 2021.

I wanted to check with you if you will be renewing the membership and continue to work with us over the year ahead?

Our features and benefits can be accessed virtually, which include dedicated account manager support, policy reviews, resources (including our bank of webinars), connections to other employers for best practice, network support etc. I would be more than happy to schedule a call to discuss how we can continue to work closely or any other support needs that you have.

Renewing your membership is quick and easy, please follow the URL to complete [REDACTED] should you need it for the URL form, the membership fee is £2,500+ VAT. Or you can just reply to my email mentioning that you are interested in renewing the membership.

If you could contact us to inform us of your decision, it would be much appreciated. If you have any questions, please feel free to send me an email.

Thank you,

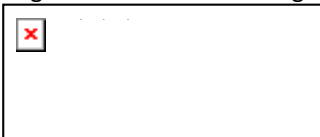
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]



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Registered Number: SC202659

Registered office:

Floor 1  
Monteith House  
11 George Square  
Glasgow  
G2 1DY

Tel: 0141 285 6000

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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 21 October 2021 16:49  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Protest against Stonewall and Diversity Champions.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are doing well.

I just wanted to inform you that a protest is planned on Friday at prime locations near all of our Stonewall offices, including the Scotland/NI office. These protests are from a small, but dedicated, number of protesters who disagree with trans inclusion in the workplace, and such backlash is sadly becoming the norm for LGBTQ+ charities in the United Kingdom. I wanted to put this on your radar as it may end up outside one of your buildings. Please see attached link, for your information. [REDACTED]

If you have any questions, please let me know. Hope to catch up soon.

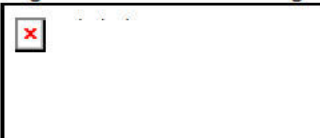
Best wishes,  
[REDACTED]

[REDACTED]



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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 14 October 2021 14:29  
**To:** [REDACTED]  
**Subject:** RE: Membership expiring on 27 Oct 2021

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

Thank you! I will issue the invoice once I receive the purchase order number.

Best,

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 13 October 2021 11:51  
**To:** [REDACTED]  
**Subject:** RE: Membership expiring on 27 Oct 2021

Hi [REDACTED]

I can now confirm that SDS will be renewing membership. I will arrange for a purchase order to be created.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 20 September 2021 14:52  
**To:** [REDACTED]  
**Subject:** Membership expiring on 27 Oct 2021

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Hi [REDACTED]

I hope you both are doing well.

I wanted to let you know that Skills Development Scotland's membership for Diversity Champions Programme is expiring on 27<sup>th</sup> Oct 2021.

I wanted to check with you if you will be renewing the membership and continue to work with us over the year ahead?

Our features and benefits can be accessed virtually, which include dedicated account manager support, policy reviews, resources (including our bank of webinars), connections to other employers for best practice, network

support etc. I would be more than happy to schedule a call to discuss how we can continue to work closely or any other support needs that you have.

Renewing your membership is quick and easy, please follow the URL to complete [REDACTED] should you need it for the URL form, the membership fee is £2,500+ VAT. Or you can just reply to my email mentioning that you are interested in renewing the membership.

If you could contact us to inform us of your decision, it would be much appreciated. If you have any questions, please feel free to send me an email.

Thank you,

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]



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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 20 September 2021 14:52  
**To:** [REDACTED]  
**Subject:** Membership expiring on 27 Oct 2021

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Hi [REDACTED]

I hope you both are doing well.

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I wanted to check with you if you will be renewing the membership and continue to work with us over the year ahead?

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Renewing your membership is quick and easy, please follow the URL to complete: [REDACTED] should you need it for the URL form, the membership fee is £2,500+ VAT. Or you can just reply to my email mentioning that you are interested in renewing the membership.

If you could contact us to inform us of your decision, it would be much appreciated. If you have any questions, please feel free to send me an email.

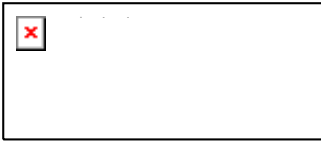
Thank you,  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]



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[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 14 July 2021 16:25  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Staff Feedback Questionnaire  
**Attachments:** 2021-07-05 - WEI SFQ - Motivational Copy.docx; 2021-06-24 - WEI SFQ - FAQ.docx

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope this finds you well.

I am sharing the staff feedback questionnaire link here: <https://online1.snapsurveys.com/n1esss?pid=0b7cf213-2dce-41ed-b121-cfc2aad6b2ac>

You can share this link with your colleagues at SDS. I have attached a 'motivational copy' that contains the template text you can use along with this link to send to your staff. There is also a copy of WEI SFQ- FAQ that will help understand any questions you or your colleagues have about this questionnaire.

Please feel free to contact me if you have any further questions.

Best wishes,  
[REDACTED]

[REDACTED]



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# Stonewall Workplace Equality Index Staff Feedback Questionnaire

Motivational copy for staff at participating organisations

## What's this?

Every year we run the staff feedback questionnaire as part of the Workplace Equality Index. The staff feedback questionnaire gathers valuable insight into the experiences and abilities of staff at participant organisations.

We want to help you to motivate as many staff as possible to participate. We have written this copy for you to send to all staff.

## How should I use this?

Feel free to adapt it!

Some of the templates are designed to appeal to particular groups of staff, but you should still distribute all messages to all staff.

Where copy is written for a particular awareness week, you can use the opportunity to share other messages, not just related to the WEI. We left the first sentence in square brackets deliberately short to indicate you can add a longer message and further information about the identity or event.

## What do the square brackets mean?

Square brackets are used to indicate where you can or should substitute for your own copy.

## The templates

### Announcement to all staff

We're inviting all staff to fill out this questionnaire, which takes 5-10 minutes to complete: [link]

We're taking part in this year's Stonewall Workplace Equality Index.

Stonewall is an organisation that stands for lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) rights. Over the last 30 years, they have helped create transformative change in the lives of LGBTQ+ people in the UK. They have been at the forefront of making workplaces inclusive for LGBTQ+ people for more than 15 years. [That includes us, as a part of the Stonewall Global / Diversity Champions / Founding Partners programme, where we work in partnership to empower LGBTQ+ people and their allies to step up as leaders, role models, and activists in our workplace.]

The Workplace Equality Index is our chance to take stock of where we stand as an LGBTQ+ inclusive workplace. The survey is your chance to tell us how we're doing, whether that's positive, mixed, neutral, or negative.

The survey will ask about your identities, and then you'll answer some questions about your experiences working here. Whether you're LGBTQ+ or not, we want to hear from you!

### Reminder for all staff

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. [N weeks / months ago], we sent out this questionnaire for all staff to fill out, which takes 5-10 minutes to complete: [\[link\]](#).

Stonewall's Workplace Equality Index is our chance to take stock of where we stand as an LGBTQ+ inclusive workplace. The survey is your chance to tell us how we're doing, whether that's positive, mixed, neutral, or negative.

The more responses we get, the more we can work to improve things for LGBTQ+ colleagues. More responses can unlock more insights from Stonewall.

The survey will ask about your LGBTQ+ identity(s), if you have any, and then you'll answer some questions about your experiences working here.

### Reminder for non-LGBTQ+ staff

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. [N weeks / months ago], we sent out this survey for all staff to fill out, which takes 5-10 minutes to complete: [\[link\]](#).

We really do want responses from all staff, including non-LGBTQ+ staff. In our partnership with Stonewall, we've learnt about the importance of empowering non-LGBTQ+ staff as allies.

No matter how confident or unconfident you feel as an LGBTQ+ ally, we want to hear. The more responses we have, the more we know, and the better insights Stonewall can offer us to support LGBTQ+ staff.

The survey will ask about your LGBTQ+ identity(s), if you have any, and then you'll answer some questions about your experiences working here.

### Reassurance & reminder for LGBTQ+ staff's concerns: privacy & liberation

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. [N weeks / months ago], we sent out this survey for all staff to fill out, which takes 5-10 minutes to complete: [\[link\]](#).

This survey is anonymous. Stonewall, as an LGBTQ+ rights organisation, know about the importance of keeping people's personal data private. Whilst we will get insights from your responses in aggregate, each respondent's personal data and answers will be strictly kept private.

Your responses will help you and your LGBTQ+ colleagues here create and exist in an environment where everyone is free to be.

### Reassurance & reminder for LGBTQ+ staff: voice & empowerment

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. [N weeks / months ago], we sent out this survey for all staff to fill out, which takes 5-10 minutes to complete: [link].

This is your chance to have your voice amplified by a national LGBTQ+ organisation, and help us hear about what you think about LGBTQ+ inclusion here.

Your responses will help shape work towards LGBTQ+ inclusion in the organisation, whether they're positive, neutral, mixed or negative.

### Reminder for Local Pride Celebration

[This weekend is [location] Pride.]

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We've sent out this survey for all staff to complete, and we're taking this opportunity to highlight to LGBTQ+ and non-LGBTQ+ staff, which takes 5-10 minutes to complete: [link]

We know that experiences of LGBTQ+ colleagues can be hard. Nationally, nearly one-in-five LGBTQ+ staff aren't out to anyone at work, rising to one-in-four trans people, nearly two-in-five bi people and half of bi men. We want our workplace to be a leader in fighting those challenges, and make sure our LGBTQ+ employees are free to be.

Your responses will help shape work towards LGBTQ+ inclusion in the organisation, whether they're positive, neutral, mixed or negative.

### Reminder for Non-Binary Awareness Week: 11<sup>th</sup> – 17<sup>th</sup> July

[This week is non-binary awareness week.] [You may wish to include copy to define and explain non-binary identities for staff who are unfamiliar].

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We've sent out this survey for all staff to complete, and we're taking this opportunity to highlight it to all non-binary staff, which takes 5-10 minutes to complete: [link]

We know that non-binary staff face many challenges in the Workplace. Nationally, almost one-in-three non-binary staff can't wear work clothes that bring their full self to work, and almost two-in-five don't feel able to be out at work. We want our workplace to be a leader in fighting those challenges, and make sure our non-binary employees can be their full selves at work.

That's why we're keen to hear from non-binary staff about your experiences here. Your responses will help shape work towards LGBTQ+ inclusion in the organisation, whether they're positive, neutral, mixed or negative.

## Reminder for Bi Visibility Week: 16<sup>th</sup> – 23<sup>rd</sup> September

[This week is bi visibility week.] [You may wish to include copy to define and explain bi identities for staff who are unfamiliar: Stonewall's best practice is to use a definition that is inclusive of bi, pan, fluid and flexible identified people].

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We've sent out this survey for all staff to complete, and we're taking this opportunity to highlight to all bi staff, which takes 5-10 minutes to complete: [\[link\]](#)

We know that bi staff face many challenges in the Workplace. Nationally, less one-in-four bi staff feel able to be out in the Workplace, compared to over half of lesbian & gay staff, and a challenge that most straight staff do not face. We also know that many bi people face both homophobia and biphobia. We want our workplace to be a leader in fighting those challenges, and make sure our bi employees can unlock their full potential.

That's why we're keen to hear from bi staff about your experiences here. Your responses will help shape work towards LGBTQ+ inclusion in the organisation, whether they're positive, neutral, mixed or negative.

## Reminder for Black History Month: October

[October is Black History Month.] Black History Month is an opportunity to celebrate Black culture and history, as well as shining a light on experiences of racism by all Black, Indigenous and People of Colour (BIPOC).

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We've sent out this survey for all staff to complete, and we're taking this opportunity to highlight to all BIPOC LGBTQ+ staff, which takes 5-10 minutes to complete: [\[link\]](#)

We know that the experiences of BIPOC LGBTQ+ staff can be really tough. Nationally, one-in-five BIPOC LGBTQ+ staff have been encouraged to hide or disguise their LGBTQ+ identity, even more than their white LGBTQ+ colleagues. Three-in-five Black LGBTQ+ people have experienced anti-Blackness and racism in their local LGBTQ+ community. We want our workplace to be a leader in fighting those challenges, and make sure our LGBTQ+ BIPOC employees have equity and justice.

That's why we're keen to hear from BIPOC LGBTQ+ staff about your experiences here. Your responses will help shape work towards LGBTQ+ BIPOC inclusion in the organisation, whether they're positive, neutral, mixed or negative.

## Reminder for International Lesbian Day: 8<sup>th</sup> October

[[Today / This week] is International Lesbian Day [on the 8<sup>th</sup> of October]].

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We've sent out this survey for all staff to complete, and we're taking this opportunity to highlight to all lesbian and LGBTQ+ women staff, which takes 5-10 minutes to complete: [\[link\]](#)

We know that lesbians and LGBTQ+ women can face many challenges in the workplace. Nationally, one-in-three LGBTQ+ women cannot be open about their identity with most of their colleagues, and one-in-seven are not open with any colleagues. One-in-three LGBTQ+ women have been forced to deliberately hide their identity. We want our workplace to be a leader in fighting those challenges, and make sure our lesbian & LGBTQ+ employees have equity and justice.

That's why we're keen to hear from lesbian and LGBTQ+ women staff about your experiences here. Your responses will help shape conversations about LGBTQ+ inclusion in the organisation, whether they're positive, neutral, mixed or negative.

### Reminder for International National Coming Out Day: 11<sup>th</sup> October

[[Today / This week] is National Coming Out Day [on the 11<sup>th</sup> of October]]. [You may wish to include copy explaining what coming out is].

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We're taking this opportunity to highlight this again to all staff, LGBTQ+ or non-LGBTQ+, which takes 5-10 minutes to complete: [\[link\]](#)

We know that coming out is a unique challenge for LGBTQ+ people. We hope that all staff, including non-LGBTQ+ staff, would feel confident supporting a colleague who came out to them. We want to remove all barriers LGBTQ+ staff face in coming out, if they want to. But, we know we're not there yet. Nationally, one-in-eight LGBTQ+ workers have been encouraged to hide who they are by work colleagues, which rises to one-in-five LGBTQ+ BAME workers or disabled LGBTQ+ workers.

That's why we're keen to hear from both LGBTQ+ and non-LGBTQ+ staff. We want to know if non-LGBTQ+ staff feel empowered to support their colleagues, and we want to know if LGBTQ+ staff feel able to be out. This information will help inform and shape our planning over the next year.

### Reminder for International Pronouns Day: 20<sup>th</sup> October

[[Today / This week] is International Pronouns Day [on the 20<sup>th</sup> of October]]. International Pronouns Day was established to make the respecting and sharing of pronouns commonplace. Pronouns are everyday words we use to refer to someone: I, you, she, he, they. They are often gendered words. Being misgendered (referred to using the wrong pronouns) is an issue that particularly impacts trans and gender nonconforming people.

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. We're taking this opportunity to highlight this again to all staff, LGBTQ+ or non-LGBTQ+, which takes 5-10 minutes to complete: [\[link\]](#)

We know that use of pronouns is really important to some trans staff. Nationally, we know the majority of people do their best to use the right pronouns for their friends, neighbours and colleagues. However, we also know there's a persistent minority, one-in-eight people, who would deliberately misuse someone's pronouns. [It's our policy that / We want] all staff [to] respect and use the correct pronouns for colleagues.

That's why we're keen to hear from trans and cis (non-trans) staff. We want to know your thoughts on the support and resources offered at work, including those about how to use pronouns correctly.

### Reminder for Closing Week: 1<sup>st</sup> – 5<sup>th</sup> November

We're taking part in this year's Stonewall Workplace Equality Index, for LGBTQ+ inclusion in the workplace. This is your last week to submit to the Stonewall Staff survey. Survey responses close on Friday. We're taking this opportunity to highlight this again to all staff, LGBTQ+ or non-LGBTQ+, which takes 5-10 minutes to complete: [\[link\]](#)

This is your last chance to feedback anonymously on LGBTQ+ inclusion in the organisation, positive, neutral, mixed or negative. We want to know how non-LGBTQ+ staff feel empowered to act as allies. We want to hear from LGBTQ+ staff about your experiences working here.

### A note on statistics

We've used research to inform some of the copy here. Mostly, we've used original Stonewall research. Where we've used non-Stonewall research, we've linked to the source. In other cases we have used the LGBT in Britain Work Report, the LGBT in Britain Home & Communities Report and the LGBT in Britain Bi Report.

# Stonewall Workplace Equality Index Staff Feedback Questionnaire

## Frequently Asked Questions

### What's the point of the questionnaire?

We run this questionnaire each Workplace Equality Index (WEI) cycle.

We want to know if your workplace practices are allowing LGBTQ+ staff to be themselves and releasing their full potential. It's important that the WEI reflects the real lived experiences of your staff.

We also want to see whether staff are empowered to be good allies. Do non-LGBTQ+ staff feel able to support their LGBTQ+ colleagues? How are monosexual (non-bi) staff able to support their bi colleagues? Are cis (non-trans) staff able to be allies to trans staff?

### What is the questionnaire?

We ask a bit about your staff's identities, so that we know which questions about LGBTQ+ inclusion it makes most sense to ask them and contextualise their responses to gain deeper insights into LGBTQ+ inclusion.

We then ask a set of questions to find out about your staff's experiences of the workplace and confidence supporting their LGBTQ+ colleagues.

The survey is completed online.

### Who should complete the questionnaire?

Everyone at your organisation should complete the questionnaire. We want the survey to be sent to all employees, and all employees are given the same asks to complete it. We award more marks in the WEI to organisations that do this.

We want to offer the most accurate representation of your organisation's workforces' experiences in the WEI. If you are a Diversity Champion or Global Diversity Champion, you will get more useful insights if more staff complete it. For example, we can only break out the experience of specific groups of LGBTQ+ employees, such as staff who are trans, non-binary, or people of colour, if we have enough respondents to avoid outing anyone or disrespecting their privacy. You can demonstrate your commitment to bi inclusion, intersectionality and trans inclusion by sending the questionnaire to as many staff as possible.



## Do we get the results?

All respondents will see the results of the Staff Feedback Questionnaire reflected in their WEI score. However, this data will offer very limited insights and will be integrated with your overall score.

For members of our Workplace programmes, Diversity Champions or Global Diversity Champions, we offer a bit more. Members of our programmes will receive a benchmarking report, which breaks out as much useful data as it's ethical and legal for us to share.

For privacy reasons, we do not provide the full set of responses to organisations.

## How do I send the questionnaire to my colleagues?

We've made you a personalised link, or will do so shortly! Get in touch with your account manager or [REDACTED] to get a hold of it.

You can distribute this through all your channels: email, instant message, intranet, or QR code on a physical message board.

If you find an imaginative way to share the link, let us know! We'd love to see pictures.

## What's the deadline?

The questionnaire closes midnight BST 5<sup>th</sup> November.

To meet the deadline, you'll need to send it out to staff in plenty of time.

## How many responses have we got so far?

We are working through providing weekly updates on submission progress. They will be available internally in Stonewall. When we're ready to go, this can be shared with you through your normal point of contact.

## How can we motivate staff to participate?

We both want as many staff as possible to participate. We have written some template copy you can use to help with that! Get a hold of a copy of that document through your normal point of contact.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 09 July 2021 17:18  
**To:** [REDACTED]  
**Subject:** Diversity Champions Briefing Event- Wednesday.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope this finds you well.

Following our inspiring #ProuderTogether event, we're excited to invite you to a briefing with [REDACTED] and [REDACTED] to support you in responding to internal questions you may have about the Diversity Champions Programme. If you could take out sometime, please do attend this event.

As you may have seen, Pride Month coincided with a series of sustained and coordinated media attacks against our organisation and our Diversity Champions programme.

This isn't a new development for us – for a number of years Stonewall and other organisations working towards LGBTQ+ equality have faced attacks for taking a trans-inclusive approach to our work. With attacks increasing, we know this can prompt challenging conversations about our work and your role as a Diversity Champion.

#### About the event

At the briefing you'll hear from our leadership about what we are doing in response to questions about the programme. We will also answer your questions, talk you through our [FAQs](#) and discuss the steps that we can take to navigate our way through these challenging times together.

Date: 14<sup>th</sup> July 2021  
Time: 4.30pm BST  
Location: [Zoom event](#)

Simply RSVP [here](#) and if you have any questions, please do reach out to me.

I hope you can make it. Thank you again for standing with us and our movement in these challenging times – your support now is more important than ever, and we couldn't do what we do without you.

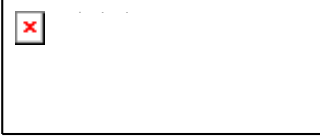
Best wishes,  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]



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[REDACTED]

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**From:** [REDACTED]  
**Sent:** 01 July 2021 10:12  
**To:** [REDACTED]  
**Subject:** RE: Your New Account Manager From Stonewall.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

Wednesday 7<sup>th</sup> at 10:30 is fine for me.

Looking forward to speaking to you soon.

Best,

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 01 July 2021 08:35  
**To:** [REDACTED]  
**Subject:** RE: Your New Account Manager From Stonewall.

Hi [REDACTED]

My work pattern is Wednesday to Friday, so would next Wednesday 7<sup>th</sup> at 10.30 or Thursday 8<sup>th</sup> at either 10.30 or 11.00 be any good for you?

Thanks

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 30 June 2021 17:14  
**To:** [REDACTED]  
**Subject:** RE: Your New Account Manager From Stonewall.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

No problem at all.

I am available on Monday and Tuesday at 2pm. Or if this time doesn't suit, could you please suggest few time slots and we can organize a meeting accordingly.

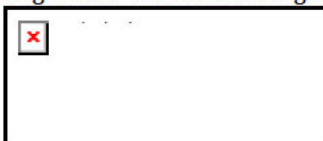
Best wishes,

[REDACTED]



[f stonewallscotland](#) [@stonewallscot](#) [@stonewalluk](#)

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**From:** [Redacted]  
**Sent:** 30 June 2021 16:05  
**To:** [Redacted]  
**Subject:** RE: Your New Account Manager From Stonewall.

Hi [Redacted]

Thanks for your email and apologies for taking so long to reply.

I wonder if you might be free for a quick chat this Friday afternoon at 2.00?

Let me know if that's possible and if so I can set up a teams call and include a couple of HR colleagues

Kind regards



**Skills Development Scotland** Leasachadh Sgilean na h-Alba  
Adelphi Centre, 12 Commercial Road, Glasgow G5 0PQ

[myworldofwork.co.uk](https://myworldofwork.co.uk) – for all your work, skills and learning needs

[ourskillsforce.co.uk](https://ourskillsforce.co.uk) – making skills work for employers

[apprenticeships.scot](https://apprenticeships.scot) – for the latest on apprenticeships

[skillsdevelopmentscotland.co.uk](https://skillsdevelopmentscotland.co.uk) – corporate website

Proud to be a  
Corporate Parent



---

**From:** [REDACTED]  
**Sent:** 10 June 2021 17:14  
**To:** [REDACTED]  
**Subject:** Your New Account Manager From Stonewall.

**CAUTION:** This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope this e-mail finds you well.

I have just recently joined Stonewall Scotland as a [REDACTED].

This is such an exciting month to be introducing myself as your new Account Manager. Not only is it Pride month, but we have also recently launched our new strategy and refreshed our branding. We have set out a bold vision about the world we imagine for all LGBTQ+ people at all stages of their lives. And it is only together, as part of a global movement, that we'll be able to create the world we imagine. [Here](#) you can find more information about our new strategy in case you haven't had a chance to read through it.

The month of Pride makes us realize how far we have come – not just as a community but society as a whole. However, it also reminds us about the inequalities that still exist and discrimination that is faced by our LGBTQ+ communities. By working together, we can be successful in making LGBTQ+ people feel safer and a more equal part of our workplaces, communities, and society.

I will be responsible for managing portfolio of Diversity, Children and Young Peoples' Services Champions. I will be supporting you to make the best use of the membership benefits available to you as part of your annual membership. Our Workplace Equality Index 2022 submissions open on 15<sup>th</sup> June 2021. If you need any further information regarding this, please get in touch with me.

It would be great if you could let me know a suitable time for an introductory meeting based on your availability over the next couple of weeks.

If you should have any queries or would like some advice /support before we meet, please don't hesitate to contact me by email.

Looking forward to our chat soon.

Kind Regards,

[REDACTED]

[REDACTED]

Stonewall Scotland.

Pronouns: He/Him



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Tel: 0141 285 6000

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