30 June 2021 17:14 Sent:

To:

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.



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,











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From:

Sent: 30 June 2021 16:05

To:

Subject: RE: Your New Account Manager From Stonewall.



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

<u>myworldofwork.co.uk</u> – for all your work, skills and learning needs <u>ourskillsforce.co.uk</u> – making skills work for employers <u>apprenticeships.scot</u> – for the latest on apprenticeships <u>skillsdevelopmentscotland.co.uk</u> – corporate website

Proud to be a Corporate Parent





















From:

Sent: 10 June 2021 17:14

To:

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.



I hope this e-mail finds you well.

I have just recently joined Stonewall Scotland as a

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 15th June 2021. If you need any further information regarding this, please get in touch with me.

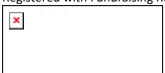
It would be great if you could let me know a suitable time for an introductory meeting based on your availability over the next couple of weeks.

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.



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stonewallscotland @stonewallscot @@stonewalluk

The Skills Development Scotland Co. Ltd. a company limited by guarantee registered in Scotland. Registered Number: SC202659

Registered office: Floor 1 Monteith House 11 George Square Glasgow G2 1DY

Tel: 0141 285 6000

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From: Sent:

10 June 2021 17:14

To:

Subject:

Your New Account Manager From Stonewall.

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Kind Regards,

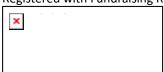








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Sent: <u>17 December 2021 09:37</u>

To:

Subject: You're invited to our Equality Dinner | 17 May 2022

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Stonewall Equality Dinner

Tuesday 17 May 2022
The Old Truman Brewery, London

Join us to celebrate 50 years of Pride this IDAHOBLIT!

For the first time in over three years, we're delighted to welcome our back our nearest and dearest to Stonewall's Equality Dinner!

2022 marks 50 years since the UK's first gay pride rally roared across London.

This landmark anniversary is the perfect opportunity for us all to take stock of the incredible progress we have made for LGBTQ+ equality over the last half-century – and the work that still lies ahead of us.

Join us at this year's Equality Dinner for an unforgettable night of delicious food, worldclass entertainment and inspiring storytelling, as we continue to build a future where all LGBTQ+ people are free to be themselves, in every step of their lives.

Taking place on IDAHOBLIT (International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia), our dinner is the perfect time to connect with friends old and new, to show your support for the LGBTQ+ community, and to raise funds for Stonewall's vital work.

Embracing a bold new take on the traditional charity gala, we are excited to welcome you

to East London's iconic Old Truman Brewery for an inspiring evening of speeches, music, a three-course dinner and afterparty.

Tuesday 17 May 2022 is the evening to come together and celebrate our ongoing journey towards equality!

Book now by contacting us at

Book your tickets today

Table packages

- Diamond package £10,000
- Standard package £5,200

Each table seats 10 guests. <u>Visit our website for more information</u> on what's included and details on how to book.



Other ways to support

There are several ways to support the Equality Dinner, including sponsorship and auction prizes. If you're unable to attend or support the event, please consider supporting our fundraising by <u>making a donation</u>.

If you are interested in supporting in any way, please contact our Events Team at for further information.

We look forward to hearing from you!

- The Stonewall Team



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



Add us to your address book



Sent: <u>07 Decem</u>ber 2021 10:05

To:

Subject: Discover our upcoming events for 2022

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0 2 2

Hi

We are incredibly excited to announce the launch of some fantastic learning opportunities coming up at Stonewall in 2022!

Our newly launched <u>Workplace Conference</u> is a brilliant way to engage LGBTQ+ inclusion stakeholders, with early bird tickets available until 31 December. Join our <u>Open Allies Programme</u> to learn more about effective and proactive allyship in the workplace, or book on to our <u>LGBT History Month Workshop</u> to discover how to create practical change at work!

Stonewall Workplace Conference

25 March 2022

The UK's leading event on LGBTQ+ inclusion in the workplace will return in London and online on 25 March 2022. This is your unique chance to learn and share best practice from Stonewall experts, leading organisations and inspiring speakers.

This year, you can join us both in-person and online, to support you and your colleagues to join the event in a way that works for you.

We'll be releasing more details of the event programme in early 2022 - early bird reduced tickets are available now until 31 December!

Book discounted tickets now

Open LGBTQ+ Allies Programme

25 January & 22 February, 10am - 3pm

Our Open LGBTQ+ Allies Programme is back! This full-day, online programme will equip you with the knowledge and confidence to be an active and vocal ally in the workplace for LGBTQ+ people.

The programme will be running on two dates: 25 January and 22 February.

Book now

LGBT History Month Workshop

8 February, 10.30am - 12.30pm

In recognition of LGBT History Month in February, we are excited to run our final open workshop of the series. Together, we will reflect on our progress towards LGBTQ+ equality. We will also explore how to keep momentum up to create positive change for LGBTQ+ people at work.

Tickets here

Sex and Care Speaker Series

20 & 27 January, 6pm - 7pm

As part of our community work, we are pleased to offer a speaker series for QTIBIPoC women and people of minority genders. These sessions will host some incredible speakers and are open to anyone from the QTIBIPoC community with a lived experience of misogyny.

Reserve your free place

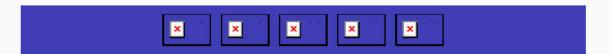
In-House Training

The Empowerment team is already receiving bookings for LGBT History Month in February 2022. If you would like Stonewall to deliver workshops or speak at your organisation's events this year, please do get in touch with as soon as you can to ensure we can support your event.

If you'd like to learn more about our learning and development opportunities, please <a href="mailto:e

We hope you see you at an event soon.

The Stonewall Team



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Want to change how you receive these emails?

You can update your preferences or unsubscribe from this list.

Sent: <u>25 November 2021 13:41</u>

To:

Subject: Diversity Champions FAQs, Rainbow Laces, events and more

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7 / 9

Hi

We hope you are well. In this email, we've included new FAQs about our Diversity Champions programme, info about our Rainbow Laces campaign launching today, plans for 2022 and more.

Updated FAQs for Diversity Champions

We at Stonewall are incredibly proud of our Diversity Champions programme.

The best employers recognise that their employees are happier and more productive when they feel welcome in the workplace. That's why the work that our 900+ member organisations are doing to make their workplaces more inclusive for LGBTQ+ employees is so vital.

To ensure we are giving you the best possible support, we regularly review our guidance to ensure it is of the highest quality and reflects the latest legal developments. We take our commitment to quality assurance extremely seriously.

Which is why it is disappointing that increasingly we find our work, and the accuracy of the guidance we provide, under attack. Several media outlets regularly target the programme to generate news stories, often misrepresenting the programme and the actions of members in the process.

It is important to remember that this coverage comes in the wake of wider, coordinated attacks on LGBTQ+ rights, and specifically workplace inclusion for

LGBTQ+ people.

These attacks are designed to undermine your confidence in supporting LGBTQ+ inclusion, whether in the workplace or in your wider work. They want you to feel ashamed for doing so.

In order to help your organisation understand these attacks, where they come from, and the truth behind the headlines, we have updated our comprehensive FAQ list. If you have any further questions, please do not hesitate to contact us at

Read our updated FAQs

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Rainbow Laces

Thursday 25 November - Sunday 12 December

Our Rainbow Laces campaign launches today! Over the last five years, our partners have led on making sport inclusive for LGBTQ+ people by taking part in Rainbow Laces.

This year, we are elevating the campaign with a more purposeful and actionable approach: to **Lace Up and Speak Up**. We hope that this will create a broader, louder and more impactful movement for LGBTQ+ inclusion in sport.

Order your Rainbow Laces today!

We encourage you to support the campaign and take action in whatever way fits your schedule. Join us for Rainbow Laces Day on **Wednesday 8 December**, when we'll come together online and in our communities to show our support. Find out how to get involved here.

More information and our new Rainbow Laces logos are available in the activation pack:

Download the activation pack

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The UK Government has <u>released its proposals</u> to finally ban conversion therapy in England and Wales, and they are now consulting on the details.

The consultation is our chance to make sure the ban on conversion therapy is comprehensive and has no exemptions, so that no LGBTQIA+ person is subjected to this abuse.

Find out more about the campaign on the Ban Conversion Therapy website.

Stonewall Workplace Conference 2022

Our Workplace Conference is back! The UK's leading event on LGBTQ+ inclusion in the workplace is set to return in London and online on **25 March 2022**. Join Stonewall experts, leading organisations and inspiring speakers for a day of innovative learning and networking opportunities.

Discounted early bird tickets are now available - get yours before 31 December!

Book now

Open Allies Programmes

We're also pleased to announce the re-launch of our Open Allies Programme running on **25 January and 22 February 2022**. This full-day programme provides a deep dive that supports your colleagues with the knowledge and confidence to be an active and vocal ally for LGBTQ+ people in the workplace.

Find out more

Last chance to book

Next week is our final open workshop of the year - understanding and reflecting the experiences of LGBTQ+ people with disabilities. Book your tickets now!

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,

Very best wishes,

wherever they are.



PS. 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



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Sent: <u>12 November 2021 09:09</u>

To:

Subject: Thank you for joining our Diversity Champions Autumn Catch-Up

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Hi

Thank you so much for joining us on 10 November for our Diversity Champions Autumn Catch-Up. We're struck by the support you have shown us and the leadership you demonstrate. Thank you for making workplaces inclusive, so that LGBTQ+ people are free to be themselves in every corner of their lives.

We're listening to your suggestions and questions, and will be providing our Client Account Managers with updated FAQs. You can access our current FAQs here.

Missed the event? Don't worry - you can catch up here:

Watch the recording

Thank you once again for being a Diversity Champion. I've included information about our upcoming Festive Reception and Equality Dinner below.

All the best.



You're invited to our Festive Reception, taking place online in two weeks on **Wednesday**24 November at 7.30pm. To register for your free ticket, please email us at

Join our Festive Reception

As part of the Festive Reception, we're holding a Silent Auction and Prize Draw. Bid now for amazing prizes including a chance to meet from Bake Off, a night's stay in some beautiful hotels, and lots of other exciting prizes!

Bid now in the Silent Auction

Tickets for our Prize Draw are £20 each, with prizes including luxury hampers, food & drink vouchers and more:

Grab your raffle tickets

We'd also really appreciate you sharing the auction and raffle with your networks!

Equality Dinner 2022

Bookings are now open for our Equality Dinner taking place in May 2022 - our first face-to-face special event since the pandemic began.

Tables of 10 are £5,200 (standard table) or £10,000 for a VIP table. To book a table, please email



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Sent: <u>22 October 2021 14:24</u>

To:

Subject: Diversity Champions Autumn Catch-Up

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Save The Date: Diversity Champions Autumn Catch-Up

Wednesday 10th November 2021 | 4.30pm - 5.15pm



Earlier this year, our <u>#ProuderTogether</u> campaign showed incredible support and pride from so many individuals and organisations. You might also remember our Briefing Event in July, where our leadership teams answered your questions around the Diversity Champions programme - you can still check out our FAQs.

We are delighted to invite you to a **Diversity Champions Autumn Catch-Up**, with a variety of leaders from Stonewall and beyond, to connect with you as we pull into Autumn.

We want to share with you the work we've been up to, and hear from you directly about what you need from us. We all want to achieve a world in which we are free to be our true selves, and we can only do that together.

Why now?

We know that our sector faces daily attacks for our trans-inclusive approach. We know that as Champions, you're asked to defend us too – we want to help with that.

We'll be sending more information out shortly; in the meantime, please hold **Wednesday**10th November 2021, 4.30pm – 5.15pm for our online convening.

We 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.

All the best,



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Sent: 05 October 2021 14:19

To:

Subject: Black History Month & beyond | Events at Stonewall

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Dear

We have a variety of exciting learning opportunities coming up for Black History Month and beyond!

Join us for our interactive <u>Black History Month Workshop</u>, where we'll learn about the experiences of Black LGBTQ+ people in the workplace. Applications are still open to join our <u>LGBTQ+ Leadership Programme</u> and tickets are still available for our upcoming <u>LGBT History Month Workshop</u>.

LGBTQ+ Leadership Programme | 24-26 November

Applications to join the <u>LGBTQ+ Leadership Programme</u> will close on 20 October! Don't miss out on this opportunity to join this unique space, where we will explore authentic leadership, reflect on identity in leadership practice, and develop a network of supportive LGBTQ+ leaders.

The programme will be facilitated by Stonewall's

, and

We'll also hear from our fantastic guest speaker,

The programme is an excellent opportunity to invest in the career development of both your established and aspiring LGBTQ+ leaders, so please do share with your colleagues who may wish to apply.

Book your place today

Inclusion Workshops

Throughout the year we run a programme of Digital Workshops themed around dates in the inclusion calendar. These 2-hour interactive sessions are facilitated by Stonewall experts and feature inspiring speakers. Our upcoming workshops include:

Recognising and Celebrating Black LGBTQ+ people at work | Wednesday 13 October, 10:30 – 12:30

To recognise Black History Month, this session will provide you with the tools and confidence to be a better ally to Black LGBTQ+ people in your workplace. We will learn more about Black LGBTQ+ history, understand the challenges that Black LGBTQ+ people face and discuss practical ways to centre Black LGBTQ+ experiences in your inclusion work.

Book now

<u>Understanding and reflecting the experiences of LGBTQ+ people with</u> disabilities | Thursday 2 December, 10:30 – 12:30

In recognition of International Day of People with Disabilities, we are hosting a workshop to help you better understand the experiences of LGBTQ+ people with disabilities. This session will enable you to learn more about the common experiences of LGBTQ+ people with disabilities and share ideas on how to create workplaces that are inclusive.

Reserve your place here

Check out our full 2021/22 open workshop calendar

In-House Training

If you'd like to organise training for your organisation, we have a range of options. Please email the team and one of our training experts will be in touch to discuss how Stonewall can support you to reach your goals.

We hope to see you at an event soon.

- The Stonewall Team



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



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Sent: <u>14 September 2021 14:16</u>

To:

Subject: Leadership and inclusion workshops this Autumn

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Dear

Our calendar is full of exciting opportunities to help you learn, share, and implement best practice. We're incredibly excited about the return of the <u>LGBTQ+ Leadership</u>

<u>Programme</u> in November, as well as workshops for <u>Bi Visibility Day</u> and <u>Black History</u>

<u>Month.</u>

LGBTQ+ Leadership Programme | 24-26 November

The <u>LGBTQ+ Leadership Programme</u> is back for 2021! This is an exciting opportunity to come together with other LGBTQ+ leaders to explore authentic leadership, reflect on identity in leadership practice, and develop a network to drive change. This year, the programme will be facilitated by Stonewall's and

. We'll also hear from guest speakers including

This programme presents a unique opportunity to support the career development of your LGBTQ+ leaders, so we'd really encourage you to share it with your colleagues and support their attendance. The first round of applications closes on 24 September and we encourage early submissions to guarantee a place.

Book your place today

Inclusion Workshops

Throughout the year we run a programme of Digital Workshops themed around dates in the inclusion calendar. These 2-hour interactive sessions are facilitated by Stonewall experts and feature inspiring speakers. Our upcoming workshops include:

Creating a Bi Inclusive Organisation | Thursday 23 September, 13:30 – 15:30

We are delighted to announce our speaker,

at MindOut, a mental health service run by and for LGBTQ people with experience of mental health issues.

at Bi Pride UK. Bi

Pride UK aims to celebrate the vibrant and diverse bi community through education and

Book now

Recognising and Celebrating Black LGBTQ+ people at work | Wednesday 13 October, 10:30 – 12:30

A full agenda will be available soon, so keep checking our website for more information.

Reserve your place here

Check out our full 2021/22 open workshop calendar

In-House Training

empowerment.

If you'd like to organise training for your organisation, we have a range of options. Please <a href="mailto:e

We hope to see you at an event soon.

- The Stonewall Team



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



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Sent: 19 August 2021 10:18

To:

Subject: Enter the Workplace Equality Index 2022

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Dear

It's less than two months until the submissions close for the **Workplace Equality Index** 2022.

The Workplace Equality Index is a robust benchmark of your LGBT inclusion progress.

Entering enables you to identify gaps in your work, better understand
your employees' experiences and use these insights to build an action plan for the future.

We'll celebrate the best performing employers through our Top 100 Employers list and new Gold, Silver and Bronze Employer awards.

Enter now

How to enter

You can create your submission on <u>Stonewall Submit</u>. If you've entered before, you can use your previous log-in details. If you haven't, you can register a new account.

There are eight sections to complete. We'll also invite you to share the Staff Feedback Questionnaire and nominate colleagues to be recognised for individual awards.

Submissions close on **5 October**. This is a strict deadline and will be unable to offer any extensions.

Staff Feedback Questionnaire

The Staff Feedback Questionnaire measures the impact of your LGBT inclusion work on the experience of employees in your workplace. Alongside your submission feedback, you'll receive a detailed analysis report of employee attitudes and experiences. You'll also be able to compare your organisation's data to sector and regional averages.

All you need to do is promote the questionnaire to employees and leave the rest to us.

The questionnaire is worth 10% of the total points available in the Index. There are some marks available for providing evidence that you've sent the questionnaire to all employees.

Pre-submission reviews

As the submission deadline approaches, we're offering short reviews to check you're on the right track. We'll look at two sections from your submission so far, checking for missing evidence, misunderstood questions and answers that need more detail.

To request a review, please contact your account manager or by 9 September.

Key dates

- 9 September deadline for requesting a pre-submission review
- 5 October 2021 submissions close
- 5 November 2021 Staff Feedback Questionnaire closes
- 16 February 2022 Top 100 and Gold, Silver and Bronze Employer awards are announced
- February to May 2022 feedback meetings take place

Best wishes,



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



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Sent: 12 August 2021 14:29

To:

Subject: LGBTQ+ Leadership Programme and other opportunities!

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1 7 2

Dear

<u>Stonewall's flagship programme</u> for LGBTQ+ people to explore the power of authentic leadership is back! This unique and inspiring residential programme is an exciting opportunity to understand the value of authenticity in your leadership and build the practical skills to drive real change within your organisation.

What the programme offers

The opportunity to:

- Reflect on the importance of identity and the value it creates in developing your leadership practice
- · Understand what authentic leadership might look like for you
- Challenge the status quo of organisational hierarchy and break down institutional barriers to influencing cultural change
- Develop a powerful network of LGBTQ+ leaders and understand the positive impact of collaboration and shared knowledge
- Learn from the leadership experiences of Stonewall's

and

Who can apply?

We want to reach out to leaders who will bring unique perspectives, have influence in their spaces and are committed to contributing to the development of a community of LGBTQ+ leaders.

The programme is designed for LGBTQ+ people in middle management and above, however not all organisations are structured in the same way. If you believe that you are in a strong position of influence but are not necessarily senior within your respective organisations, we would love to hear from you!

Find out more here

Open Digital Workshops

Creating a Bi Inclusive Organisation

23 September, 13:30 - 15:30

During this session we'll hear from our special guest speaker, followed by a workshop with our Stonewall expert facilitators. You'll leave with a better understanding of the experiences Bi people face in the workplace, as well as practical ways to embed Bi inclusion in your work. This session is great for all staff who are working on Bi inclusion initiatives, especially network group leaders, HR and D&I teams, and senior leaders looking to learn more about Bi inclusion.

Get your tickets

Check out our full 2021/22 open workshop calendar here

In-House Training

If you'd like to organise training that's specific to your workplace we've got two great options.

Digital Allies and Trans Allies programmes are perfect for empowering up to 50 allies with the in-depth knowledge to champion LGBTQ+ inclusion at work. Email for details.

We also run **digital workshops** which cover both introductory and advanced LGBTQ+ inclusion topics. These can be delivered for up to 50 people in your organisation.

If you are looking for something bespoke to your organisation's needs, email and we would be happy to discuss this with you.

We hope to see you at one of our events soon. And if you'd ever like to discuss how our training can work best for you please don't hesitate to reach out to the team



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



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Sent: <u>22 July 20</u>21 09:59

To:

Subject: Diversity Champions Briefing – thank you and more information.

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Dear

We want to say a huge thank you to those of you who joined our Diversity Champions briefing event last week.

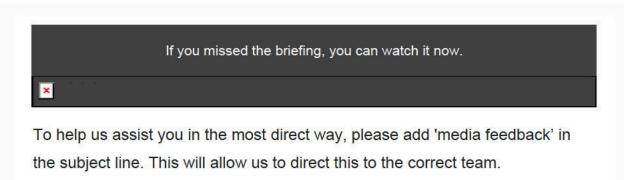
It was fantastic to have so many leading inclusive employers together for a conversation about the recent attacks on this work. We really appreciate your support and your commitment to progressing LGBTQ+ rights.

We've also created a briefing for your senior leaders, which you can share, in addition to the **FAQs on our website**.

Download the brief here

Our team are here to support you and your colleagues to respond to the current climate and reaffirm your commitment to your LGBTQ+ staff, service users clients and customers. Please contact your client account manager.

As discussed in the event, we want to ensure you feel supported by us, should you receive any negative feedback internally, or questions prompted by the news cycle.



It's important for us all to think about how we share harmful content, especially with people who may have the identities being targeted. Adding 'media feedback' in the subject line not only helps us do this better but allows us to support our staff in the best way possible too.

Thank you for your extended support and we always welcome your feedback and thoughts.

All the best,



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