

From: [REDACTED]
Sent: 23 September 2021 09:12
To: [REDACTED]
Subject: Celebrating Bi Visibility Day, Black History Month & more

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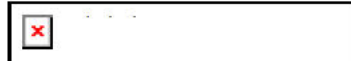


Dear colleague,

Welcome to your September newsletter from Stonewall!

Read on to find out how we're celebrating Bi Visibility Day today, our plans for Black History Month, a reminder to apply to our Workplace Equality Index, and more.

Bi Visibility Day



Today is Bi Visibility Day, and we're celebrating the diverse experiences and identities of bi people around the world, who have been so instrumental to the fight for LGBTQ+ equality. [Our new online Bi Hub](#) is home to a range of stories and resources related to bisexual identities and inclusion.

Celebrate with us by:

- Reading about what it's like to be [bi in Britain](#)
- Discovering [10 ways you can be an ally](#) to bi people

Digital Workshop: Creating a Bi-Inclusive Organisation

This session focuses on the experiences and challenges that bi people may face at work, as well as the practical steps you can take to create a bi-inclusive workplace. This is a great way to demonstrate a commitment to bi inclusion and in recognition of Bi Visibility

Day. [Find out more here](#) or get in touch with [REDACTED] to book a session for your organisation.

[Learn more](#)

Dates for your diary

[National Inclusion Week](#) takes place from **27 September - 3 October**, led by Inclusive Employers. [Find out more here.](#)

Submissions for the [Stonewall Workplace Equality Index](#) close on **5 October**. We are unable to offer any extensions so make sure you [apply soon!](#)

[Submit your application](#)

Black History Month

This year's Black History Month theme is "Proud to be". Visit the [Stonewall X Black History Month hub](#) and read our essential lists of blogs:

- [10 ways to be an ally to Black people](#)
- [Black LGBT organisations you should know about](#)
- [African sexuality and the history of imported homophobia](#)

Check out our full reading list [here](#).

Digital Workshop: Recognising and Celebrating Black LGBTQ+ people at work

Our next open workshop on **Wednesday 13 October**, 10:30 – 12:30, is all about [recognising and celebrating Black LGBTQ+ people at work](#).

This two-hour session will provide you with the tools to be a better ally to Black LGBTQ+ people. We will learn more about Black LGBTQ+ history, and understand what challenges Black LGBTQ+ people may face in the workplace.

Book 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, wherever they are.

Very best wishes,

[Redacted signature block]

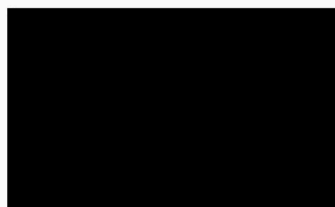
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[Redacted email address]



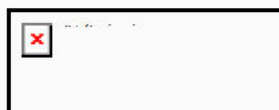
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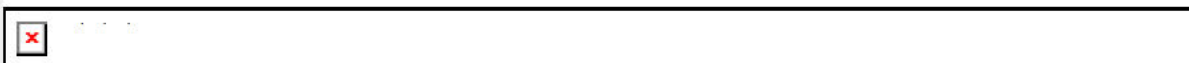
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Sent: 21 April 2021 12:32
To: [REDACTED]
Subject: Your April newsletter from Stonewall

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Dear colleague,

Welcome to your April newsletter from Stonewall! In this edition, you'll find about how to get involved with Lesbian Visibility Week, completing our Diversity Champions member survey, and key Workplace Equality Index and Empowerment event dates for your diary.



Join our Lesbian Visibility Week events

In the last week of April, Stonewall are partnering with [DIVA](#) to host a number of events for [Lesbian Visibility Week](#). Highlights include:

Wednesday 28 April

GIGLESS comedy night

An online evening of comedy hosted and curated by the incredible [REDACTED]. Bring your colleagues along for the ideal network group social.

[REDACTED] will be joined by some of the UK's best LBT comics: [REDACTED] and [REDACTED].

[BOOK YOUR TICKETS HERE](#)


Friday 30 April

The Community and Me: Self and Collective Care at Work

Join us for a free panel discussion centred around self and collective care, exploring practical tools for supporting ourselves and our communities in the workplace.

Chaired by Stonewall's [REDACTED], and featuring input from [REDACTED], [REDACTED], and [REDACTED].

[REGISTER YOUR PLACE](#)



Share your views on the Diversity Champions programme

We would love to hear your views on the Diversity Champions programme to support us in making continual improvements. We've prepared a short survey, which should take no longer than 10 minutes to complete.

The survey will ask for your reflections on the Diversity Champions programme offer and services, your motivations to join the programme, and your ideas on how we can best work with employers to create impact for LGBT+ people.

The information you provide is anonymous and completely confidential. We will not ask for any personal information.

The deadline for responding to the survey is **12pm 17 May 2021**.

[Complete the survey](#)



Coming up at Stonewall

Take part in the Workplace Equality Index 2022

Earlier this month we announced that the Workplace Equality Index will be opening again this summer.

The Workplace Equality Index is the UK's leading benchmark to measure, progress and celebrate your LGBT+ inclusion work.

To enter, we will ask you to demonstrate your work in eight different areas of employment policy and practice. We will also gather feedback directly from your employees.

After a rigorous marking process, you will receive a score and detailed feedback, enabling

you to understand what's going well and where you need to focus your efforts.

Submissions open on 15 June 2021, but you can start preparing now with the [criteria](#) and [planning template](#).

Find out more

Explore our empowerment events calendar

Our much-awaited workplace empowerment events calendar is here! We're running training and inclusion events throughout the year on a range of topics – from brand-new workshops for key inclusion calendar dates, to our flagship Network Group Masterclass. Join us to learn and share ideas on LGBT+ inclusion.

We'll be in touch again soon to let you know when you can book onto our flagship LGBTQ+ Leadership Programme in November, The Inclusive Leadership Programme for senior champions in January and our new-look Workplace Conference in March.

Find out more and book 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, wherever they are.

Very best wishes,

[Redacted signature block]

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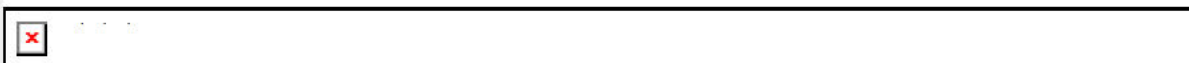
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From: [REDACTED]
Sent: 08 April 2021 09:59
To: [REDACTED]
Subject: Enter the Workplace Equality Index 2022

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Dear colleague,

We are delighted to announce that the Workplace Equality Index will open again for submissions in June.

What is the Workplace Equality Index?

The Workplace Equality Index is the UK's leading benchmark to measure, progress and celebrate your LGBT inclusion work.

To enter, we will ask you to demonstrate your work in eight different areas of employment policy and practice. We will also gather feedback directly from your employees.

After a rigorous marking process, you will receive a score and detailed feedback, enabling you to understand what's going well and where you need to focus your efforts.

We will celebrate the best performing employers through our Top 100 Employers list and new Gold, Silver and Bronze Employer awards. Watch [this webinar](#) to find out more about the new awards.

[Find out more](#)

Key dates

26 April 2021 – updated criteria will be available

15 June 2021 – submissions and the Staff Feedback Questionnaire open

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

We will be in touch to let you know when submissions open in June. In the meantime, please speak to your account manager if you have any questions.

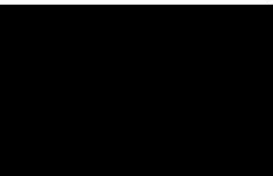
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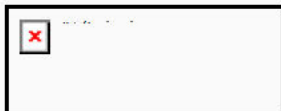
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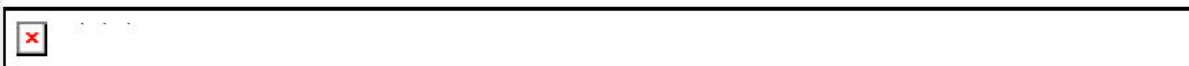
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From: [REDACTED]
Sent: 11 February 2021 14:00
To: [REDACTED]
Subject: Your February newsletter from Stonewall

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Dear colleague,

Welcome to your October newsletter from Stonewall! In this edition, you'll find out about ways to celebrate LGBT History Month, as well as exciting events coming up at Stonewall.



Top tips to celebrate LGBT History Month

February marks LGBT History Month in the UK, a yearly celebration and recognition of LGBT history organised by [Schools Out](#). There's a lot that you as an employer can do to mark the occasion and show your support for LGBT people everywhere. Here are some things you can do:

- **Make your events digital:** even though events have to be run digitally this year, there are still plenty of things you can still do - from an LGBT history quiz to a panel of external speakers.
- **Use your voice externally:** for example, at Stonewall, we'll be taking to Tiktok to share important moments from LGBT history. You might decide to talk about a way in which your sector or organisation has played a role in LGBT history, to help share more knowledge with your audience!
- **Take tangible actions:** whether you're fundraising for a small LGBT organisation, or becoming a sponsor for a key campaign, you may be able to make a very real, practical difference in the lives of LGBT people who need it.
- **Remind your employees what you stand for:** taking steps to become a more LGBT-inclusive organisation is essential – but some of that impact can be lost if

change is communicated with your staff. LGBT History Month is as good a time as any to remind your employees about the support available to them.



Share our education resources

We've put together some resources to help parents and carers teach young people about LGBT history. Make sure to share these with your colleagues who have children!

[Find out more](#)



Staying inclusive through COVID-19

We spoke to People Management about our tips for supporting LGBT+ employees during the pandemic - from combatting online discrimination to supporting those living in a hostile home.

[Read the article here](#)



Coming up at Stonewall

Attend our brand new Decolonising Queer Leadership workshops

In collaboration with [Rainbow Noir](#), and [Consented](#), Stonewall will be hosting an exciting three part, free to attend series of workshops, exclusively for LGBT PoC. These workshops will disrupt, deconstruct and rebuild theories of Leadership outside of colonial, cisnormative and heteronormative structures.

Applications are currently open, head to our website for more information and apply.

[**Find out more and apply**](#)

Empower your LGBT network co-chairs with our Scotland Network Empowerment workshop

Based in Scotland? Looking for ways to support your LGBT employee network group? Stonewall Scotland has perfect opportunity for you!

We are running a package of open Network Empowerment workshops to mark LGBT History Month during the week of 22 February 2021.

These are 90-minute Zoom workshops designed to support colleagues in your network create inclusive spaces that allow diverse LGBT members to thrive. Interactive activities aim to build individual understanding and develop collective action to ensure everybody is included in your network.

You can book a spot on this package of sessions from just £80 per person for Diversity Champions members.

Find out more and book now

Learn to overcome common LGBT inclusion challenges with our Workplace Equality Index support series

Over the past year, we've had the unique opportunity of introducing you to the new Workplace Equality Index criteria through the [WEI support series](#). We've really enjoyed meeting with you for the first two parts of the series – at the introductory webinars and during your criteria consultancy sessions.

We're now excited to announce that bookings are open for the third and final part of the series – the common challenge webinars. These 40-minute webinars will bring together key challenges and areas for improvement that employers have identified in parts one and two of the series. Over eight sessions, the team will break down the WEI requirements of each area and explore what best practice looks like. Spaces are limited and bookings will close 48 hours before each session. You are welcome to attend multiple sessions.

Book your tickets today

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

Very best wishes,

[Redacted signature]
[Redacted name]

P.S. If there's anything else you would like to see in this newsletter, please let us know.
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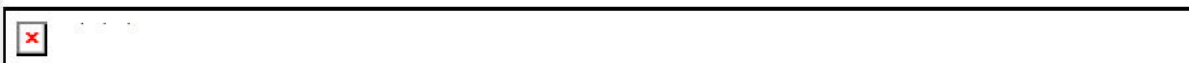
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Sent: 09 February 2021 10:59
To: [REDACTED]
Subject: Learn to overcome common LGBT inclusion challenges

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Dear colleague,

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

Learn to overcome common LGBT inclusion challenges

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

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

Book your place now

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

Eight short sessions running between 24 February and 1 April

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

We look forward to seeing you there.

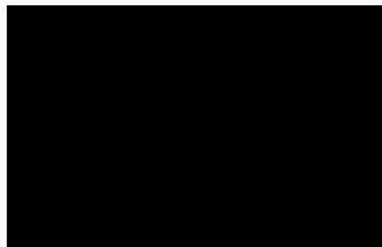
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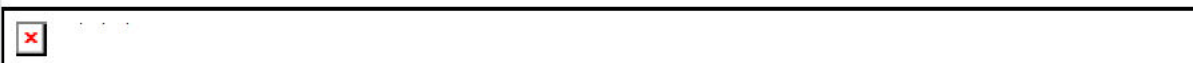
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From: [REDACTED]
Sent: 22 January 2021 13:59
To: [REDACTED]
Subject: Thank you for your support

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Dear colleague,

We at Stonewall would like to wish you a happy new year. 2020 has been a tough year, but with your help, we've still managed to continue pushing for acceptance without exception for all LGBT+ people.

But this fight isn't over and many issues will carry on into 2021. This is why it's more pertinent than ever that we all stand together against homophobia, biphobia and transphobia.

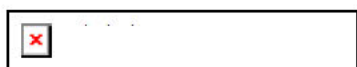
Your donations have helped us fight for LGBT+ rights this year. We hope you'll consider making a corporate donation so that we can continue to fight alongside you for a better 2021.

Click here for a quick donation

OR

Get in touch with our corporate fundraising team

Our shared stories



[REDACTED] (they/them) is a cultural worker based in Glasgow. They told us about their experience of accessing trans-specific care during the pandemic.

"I was due for a third appointment at the gender clinic to qualify for hormone treatment, but due to COVID-19 this appointment and future treatment has been indefinitely postponed as the clinic's services are not considered "essential".

I am certain that the closure and postponement of services such as the gender clinic has contributed to additional and unnecessary pain, anxiety and poor health in my community."

Photo credit: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] (she/her) is a black and queer young person. She shared the worries she's had for her family during the pandemic and her own struggles with mental health.

"I'm black, and luckily for me I live alone so I only have to take care of my own health. However, my mom is over 50 and vulnerable, she cares for my three younger siblings so the savings were ate up fairly quickly so she went back to work quite early into lockdown and took as many precautions day to day as possible but of course I still worry about her being at risk.

Outside of that, I struggled a bit with my mental health and it sort of varies - I'm bipolar and I'm fairly certain that I was in a very high point towards the start of lockdown because whilst I had a few instances of hallucinations I was still in a good mood however the last few weeks I've been having a fair few negative thoughts, some suicidal ones too."

[REDACTED]

[REDACTED]

[REDACTED] (he/him) launched the Ban Conversion Therapy campaign this year to call on the Government to ban awful practices that seek to 'cure' LGBT+ people of their

identity.

"I grew up in rural Northern Ireland. I learn very quickly to keep my sexuality hidden. I was embarrassed and ashamed and prayed often for it to be taken away. When I finally came out I was offered conversion therapy, but somehow I found the courage and strength to say no and to walk away from that life.

It shouldn't take courage, or bravery, or the loss of everyone you know and love, to live an open proud, and truthful life. In the last few months since launching the Ban Conversion Therapy campaign I've met some people of great strength and courage, who've been let down, and are still being let down.

I am one of the lucky ones. But I am not content to leave it up to luck. We must ban conversion therapy and continue to pressure our government until they do."



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

Very best wishes,

[Redacted signature block]

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