

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

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Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

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Top Employer: Macquarie Group

Global financial Services group, Macquarie, first became a Top 100 Employer in 2016 and achieved the 33rd position in 2020. They've risen to the top of the list this year after continuing to build on their inclusion work throughout the COVID-19 pandemic.

They recognise that investing in diversity, equity and inclusion is not only the right thing to do for their 17,000 employees worldwide, it also helps the business remain innovative and sustainable.

In the UK, LGBTQ+ inclusion is embedded throughout every stage of an employee's journey, from recruitment and induction to internal communications and training, to career development and appraisals.

Policies, processes, and benefits are regularly reviewed and improved to ensure they meet the needs of all LGBTQ+ employees. Understanding that everyone holds multiple identities, they do this holistically to ensure their policies meet the needs of all underrepresented groups. An example of this is their buddy programme for new employees, offering them the chance to choose a buddy with a shared identity (such as East Asian and gay). They also run an LGBTQ+ inclusive sponsorship programme, which provides employees whose identities are underrepresented at senior management levels with senior leader sponsors who have training to

understand and mitigate the barriers faced by people from these groups.

Their active LGBTQ+ employee network group, Pride, provides confidential support for all employees and dedicated spaces for LGBTQ+ staff to share their experiences. The group is regularly consulted on Macquarie's inclusion work and runs a formal 'reverse mentoring' scheme to support senior leaders to develop their understanding of an LGBTQ+ inclusive workplace.

Macquarie has also led on a wide range of awareness-raising activities, including resources on how to be a bi and trans ally, events about trans and non-binary experiences, and campaigns focused on the needs of LGBTQ+ people from an ethnic minority background and LGBTQ+ parents.

Their support for LGBTQ+ equity extends to their supply chains, customers, clients, and communities across the UK. Both the organisation and the Pride network have provided consistent support and funding to LGBTQ+ community initiatives throughout the pandemic, including matching employees with LGBTQ+ charities in need of their skills. Macquarie's exemplary work makes them worthy winners of this year's top spot.

Top 100 Employers 2022

Network Group of the Year: Archway, Network Rail

Network Rail's LGBT+ network group, Archway, is run entirely by volunteers alongside their busy day jobs. The group provides confidential support to colleagues, supports Network Rail's inclusion journey by reviewing policies and practices with an LGBT+ lens, and runs awareness-raising events throughout the year.

Archway have been given this award in particular recognition of their work to become more visible and active throughout the COVID-19 pandemic, despite this period of uncertainty for the rail industry. Recognising the increased risk of isolation for LGBT+ colleagues, the group strived to champion and support their members.

To do this, the group created and shared a COVID-19 factsheet with the whole organisation, which addressed specific impacts on LGBT+ people and resources LGBT+ colleagues could approach for support. They also increased the frequency of their communications with members and introduced weekly 'InclusiviTea' virtual coffee events to keep building community and connection between their members.

Not only has Archway provided consistent support for their members and the organisation, they've also shown outstanding leadership to advance LGBT+ equality in the wider rail sector. In 2021, they brought together 200 people from across the

industry for their national conference, enabling them to learn about LGBT+ inclusion, share ideas, and inspire each other.

Archway also created 'Rail Industry presents: Virtual Pride', a two-week festival bringing rail organisations together to deliver Pride events for their staff. In only its second year, the 2021 event saw 33 organisations join the celebrations.

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Network Group of the Year: InsideOut, Financial Conduct Authority

Since the start of the COVID-19 pandemic, the Financial Conduct Authority's LGBT+ network group, InsideOut, have stepped up their work to ensure that LGBT+ staff can access support structures that they might not have at home. In particular, they've hosted frequent drop-in spaces where members have stayed connected and discussed topics like physical and mental health, bi+ and lesbian visibility, LGBT+ families, and the experiences of minority ethnic and trans people.

Alongside this work, the network have continued to provide their longstanding support across the organisation. They offer confidential support to all employees on LGBT+ employees and advertise this widely in their London and Edinburgh offices. They deliver a wide range of awareness-raising campaigns and events, including a recent Lesbian Visibility Day campaign to showcase the voices of lesbian colleagues. They're also in regular consultation with internal teams to improve practices for LGBT+ staff, most recently making the case for staff to have the ability to add their pronouns to the internal directory.

Inclusivity and accessibility are central to the work of the network. They carefully consider how they run their events to ensure that everyone can participate and work hard to make sure the network meets the needs of the most underrepresented LGBT+ communities. Part of this is hosting specific monthly spaces for members across the

regulatory family, who identify as women, bi+ and non-binary.

InsideOut is leading the way in its work to consistently highlight and address the intersectional nature of LGBT+ inequalities. The network closely collaborates with others to do this, for example holding a series of events on LGBT+ and BAME (Black, Asian and minority ethnic) identities with their BAME network, Spectrum. They've worked with their internal gender equality network to host a cross-regulatory panel event focusing on bi+ experiences through the lens of gender and non-binary perspectives. They held a joint panel event with their Faith and Roots network, where colleagues heard from faith leaders about the intersection of faith and their LGBT+ identities. They also collaborated with the internal international staff network to co-host an event focused on the experiences of LGBT+ refugees and asylum seekers, with the support of the charity Rainbow Migration.

Not only has InsideOut led inclusion progress within the Financial Conduct Authority, they've also extended this support across the wider public sector. The network co-leads both StandOut, for financial regulators, and Out in Public, for Scottish public sector organisations. Both 'networks of networks' create spaces where organisations can share good practice, overcome common challenges and inspire each other.

Top 100 Employers 2022

Network Group of the Year: Tesco's LGBTQ+ Colleague Network

The LGBTQ+ at Tesco colleague network re-launched two years ago and since then has massively grown its membership and engagement. The network has utilised all the communication channels available to spread their message of inclusion to every part of the business – from digital platforms, to promotional flyers, to an 8-page spread in the all-colleague magazine. The group even recruited regional champions and non-LGBTQ+ volunteers to get more people involved.

With many of Tesco's employees being key workers, the network had to re-think how it supported colleagues through the COVID-19. They developed a comprehensive new strategy for the network and built support across the business to ensure it could be delivered.

As well as providing year-round confidential support to LGBTQ+ employees, the network delivered a huge range of initiatives to build understanding of different identities and to support colleagues to step up as allies. This included: a video series for LGBTQ+ History Month, informative blogs for awareness days throughout the year, and events exploring the history of Pride, asexuality and ace spectrum identities, LGBTQ+ people's experiences of HIV/AIDS, and non-binary equality. Through this work, the network has already reached thousands of colleagues across the business.

Alongside their awareness-raising initiatives, the network acts as a supportive friend to Tesco, advising on how its practices can be improved across the business. Internally, this has involved organising trans inclusion training for HR and senior leadership, supporting the launch of pronoun badges in stores, consulting on a new diversity internship scheme, and supporting the development of mental health initiatives. This work has extended to customer-facing initiatives too, with work to improve the diversity of product ranges like greeting cards.

The network group has gone from strength-to-strength since its re-launch and continues working hard to ensure that every LGBTQ+ person at Tesco can reach their full potential.

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Changemaker of the Year: Adam Jarvis

Adam Jarvis is the Chair of the LGBTQ+ at Tesco colleague network and – alongside his busy day job – has led its transformation over the last two years. He is passionate about ensuring that every colleague and customer can be their authentic self when working or shopping at Tesco.

Adam has built an ambitious strategy for the group and has worked tirelessly to ensure that teams across the business are bought into it. The strategy focuses on elevating the experiences of LGBTQ+ colleagues, increasing engagement with colleagues in stores, providing resources and training for the whole business, and developing partnership with other network groups.

Adam is committed to raising awareness and increasing understanding across the business about LGBTQ+ identities and experiences. He personally wrote 17 LGBTQ+ information sheets to support the business to prepare for different awareness days. For LGBTQ+ History Month, he co-ordinated a series of videos about being queer and disabled, the connections between faith and being LGBTQ+, transitioning at work, and coming out in sport. He has also spoken to hundreds of colleagues internally – and in the wider sector – about his own experience and perspective on LGBTQ+ inclusion.

As well as raising awareness, Adam has actively fed into the organisation's inclusion work. He's consulted on the design of new diversity initiatives and helping to review key policies to ensure they provide full support to Tesco's LGBTQ+ colleagues. His leadership and determination to support Tesco on their LGBTQ+ inclusion journey has been an inspiration to his colleagues.

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Changemaker of the Year: Bobbi Pickard

Bobbi Pickard is a Diversity, Equity and Inclusion Consultant at bp and also Chief Executive of Trans in the City, a collaboration of businesses working to further transgender, non-binary and gender diversity inclusion.

In her role at bp, and particularly as co-chair of bp Pride's Transgender Group, Bobbi has worked tirelessly to promote LGBTQ+ inclusion and has transformed trans awareness within the company, across its global operations. She has time for everyone and, alongside her extensive inclusion training, initiatives and campaigns, has provided personal support to many colleagues.

Outside her day job, Bobbi has personally run countless trans awareness courses, panel events and campaigns. Through her work with Trans in the City, Bobbi has supported hundreds more employers to improve their trans inclusion practices. The organisation pools the expertise of leading employers, champions and supports trans role models in workplace, and guides employers to better support trans communities. Trans in the City has grown massively since 2018 and now has more than 350 member organisations. Bobbi was also the driving force behind Trans in the City's campaign Trans Rights are Human Rights, which brought together 250

major employers and charities to express their public support for trans employees, customers and colleagues.

Beyond her contributions to workplace inclusion, Bobbi is a proud champion of Stonewall Housing, delivers workshops in schools as a Diversity Role Model, and supports many Pride organisations across the UK.

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Changemaker of the Year: Hannah McNamara

Hannah McNamara is Co-Chair of Citi's Belfast Pride network and is also their Bi+ Rep, ensuring that bi+ issues are represented across the network's activities.

In these roles, Hannah manages the network group's communications and has created numerous campaigns and resources to improve the experiences of LGBTQ+ colleagues at Citi. These initiatives have developed colleagues' understanding of LGBTQ+ identities, supported colleagues to be active allies at work, and dispelled common myths and stereotypes. Working with The Rainbow Project and Transgender NI, Hannah also set up regular training sessions for all staff, including on topics like bi+ identities, trans identities, non-binary identities and LGBTQ+ sexual health.

She has also spoken at many of Citi's events herself, including sharing her experiences of coming out as bisexual, being LGBTQ+ in the tech industry, and campaigning for marriage equality in Northern Ireland.

Hannah was instrumental in developing a partnership between the Network and Cara-Friend to support the delivery of their LGBTQ+ Inclusive School Charter, a programme that supports schools to improve the experiences of LGBTQ+ students

in Northern Ireland. As well as sponsoring the programme, 17 Citi employees have since been trained to help deliver anti-bullying workshops in schools.

As well as her work leading the network, Hannah has supported the development of Citi's wider inclusion work. This has included helping to review their transitioning at work guides, 'reverse' mentoring a senior leader to build their understanding of LGBTQ+ inclusion, and helping to develop Citi's guidelines for supporting local, national and global advocacy.

Outside of work, Hannah volunteers for Bi+ Ireland, an organisation working to provide peer support and advance bi+ equality across the island.

Hannah's internal and external work has significantly contributed to LGBTQ+ equality at Citi and beyond.

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Changemaker of the Year: Liz Willow

In her short time at the Environment Agency, Liz Willow has been a driving force for bi equality, making it a safer and more supportive place for colleagues who identify within the bi umbrella.

Soon after joining the Agency's LGBT+ Staff Network, Liz took on one of the Bi Lead roles. Results of internal staff surveys had shown that bi colleagues were more likely to experience negative behaviours at work and felt much less able to be open about their identities.

To help combat this, Liz helped organise a Bi Awareness Week campaign, held training sessions to build understanding of the challenges that bi people face, and ran a series of events on topics including bi history and bi mental health. Through these campaigns, Liz has also shared her own experiences, increasing bi visibility and demonstrating the power of being yourself in the workplace.

As well as promoting acceptance among staff who aren't bi, Liz runs the Bi+ Inclusion Group. The aim of the group is to provide a space where staff who are attracted to more than one gender (whether they're bisexual, biromantic, pan, queer, questioning or fluid) can share their experiences and reflections. Each

session focuses on a different discussion topic, including mental health, gender fluidity, coming out at home and work, negative reactions, and different types of attraction.

The group's membership has grown over the last 18 months, and it's now an important space where staff can explore their own identity, become more connected, and share ideas for creating change in the wider workplace.

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Changemaker of the Year: Matthew Taylor

Matthew Taylor works in the HSBC UK's Customer Experience team. In all his work, Matthew focuses on making sure that HSBC is as inclusive as possible for its customers, and his efforts have helped make the bank a much more welcoming place for LGBTQ+ customers in particular.

One example of this is a piece of work that Matthew led to remove barriers for trans customers who need to change their name with the bank. Matthew brought together a team of people to review the process, worked across the bank's global operations, and simplified the process significantly. He also led on work to resolve issues around voice recognition in telephone banking and upskill customer-facing colleagues to avoid misgendering trans customers.

Matthew also initiated a partnership with Stonewall Housing to support HSBC's long-term work to increase access to bank accounts for homeless people. This was an important partnership, because LGBTQ+ people are at increased risk of homelessness compared to non-LGBTQ+ people. With Matthew's support, LGBTQ+ people experiencing homelessness are now able to open a bank account with the support of a Stonewall Housing case worker, with reduced identification and address verification documents.

Matthew continues to look for ways that HSBC can improve its support for LGBTQ+ communities. As he puts it: "When you have the ability to bring your lived-experience into your work and use that to improve the outcomes of people in your own community – you feel like the luckiest person in the world. Driving inclusivity means everything to me; it should be organic, not a tick-box exercise, and I'm committed in continuing to break down barriers that the LGBTQ+ community face."