

**Stonewall Cymru
2020
Empowerment
Programmes**



Stonewall
Empowerment

Empowered People Create More Inclusive Workplaces

Stonewall's vision is for a world where everyone, everywhere, can be themselves. Our mission is to ensure that lesbian, gay, bi and trans (LGBT) people across the world can participate fully in society as free and equal citizens.

Stonewall's Empowerment Programmes enable individuals to #ComeOutForLGBT equality and make a difference for LGBT people at work, at home and in their communities.

Empowered individuals bring about positive change for themselves and for others by role modelling inclusive behaviours and helping to build workplaces, communities and services where everyone can be accepted without exception.

Workplace Empowerment Programmes 2020

LGBT Role Models

Empowering LGBT individuals to step up as visible role models with the confidence and skills to be themselves, bring positive change to workplaces and communities and inspire others to do the same.

Allies

Empowering people who do not identify as trans to be active LGBT allies with the confidence, knowledge and skills to create inclusive cultures and impact positively on the lives of LGBT people.

Trans Allies

Empowering non-trans people with the confidence, knowledge and skills to better understand trans identities and lived experiences, and to bring about positive change in workplaces and communities for trans people.

Inclusive Service Delivery

Empowering staff in service delivery and public facing roles to have the knowledge and confidence to implement good practice and provide inclusive services to LGBT people.

LGBT Role Models

This programme offers LGBT people the opportunity to explore what it means to be a role model and the positive impact they can have in creating more inclusive environments. It is a CPD-accredited, one-day programme, which offers up to 36 people the chance to:

Understand what it means to be yourself.

Understand what it means to be an LGBT role model and ways to 'step up'.

Develop active listening skills and techniques for having productive conversations.

Identify an achievable action plan to step up as a positive and inclusive role model.

Increase motivation and confidence to be a visible and influential role model.

Become part of Stonewall's Alumni Programme to access ongoing opportunities to develop as an LGBT role model.

"The Stonewall programme allowed me to reflect on my journey, and to start considering myself as the one who could make a difference for my colleagues."

██████████ at Thomson Reuters

Allies

Stonewall's Allies programme empowers non-LGBT people to #ComeOutForLGBT. It enables them to explore what it means to be an ally and identify how they are going to create more inclusive workplaces and communities, and impact positively on the lives of LGBT people. This one-day, CPD-accredited programme offers the chance for up to 36 participants to:

Develop an understanding of how different identities shape our lived experiences.

Understand the diversity of LGBT experiences.

Develop active listening skills and techniques for having productive conversations.

Understand what it means to be an inclusive ally.

Develop an action plan to step up as an inclusive ally.

Become part of Stonewall's Alumni Programme to access ongoing opportunities to develop as an ally.

“The Allies Programme was an extremely reassuring day where I felt free to talk openly, explore what it meant to me to be my authentic self and what I can do practically to be an inclusive ally.”

██████████ at York St John University

Trans Allies

Stonewall's new programme empowers non-trans people to be active trans allies with the confidence, knowledge and skills to bring about positive change in workplaces and communities for all trans people. This CPD-accredited, one-day programme, offers up to 36 people a powerful opportunity to:

Explore and understand trans identities, language and terminology.

Hear personal stories from trans people and learn about the lived experiences of trans individuals in society and at work.

Gain a deeper understanding of the impacts of transphobia on trans people and the wider communities.

Recognise their influence and responsibility in creating inclusive workplaces and communities.

Establish practical ways to step up as an effective and positive trans ally.

Become part of Stonewall's Alumni Programme to access ongoing opportunities to develop as an ally to trans people.

"I am determined to support my trans colleagues and customers on a journey where destiny is full equality for all."

████████████████████ at Riverside Housing

Inclusive Service Delivery

This programme has been developed to meet the specific needs of organisations and individuals that provide services to the public to ensure that LGBT inclusive services are provided across Wales, in line with Public Sector Equality Duties. It is a one-day programme, which offers up to 36 people the chance to:

Develop a greater understanding of LGBT rights and the issues faced by LGBT service users

Have a greater understanding of the expectations required under the Equality Act and Public Sector Equality Duty

Understand the need to effect positive change in terms of the services they deliver

Feel empowered to effect change and take away specific actions to positively impact on how they support LGBT service users and colleagues

“I feel so much more confident as a person, as a leader and as someone who has something truly worthwhile to contribute to the success of my organisation.”

at Fujitsu

Stonewall Alumni Programme

A Stonewall Empowerment Programme is just the start of the journey. Delegates become part of the Stonewall Alumni Programme, joining a unique community of supportive peers across sectors, communities and countries.

The Alumni Programme offers ongoing personal and professional development opportunities, a dedicated point of contact at Stonewall, as well as the chance to network and connect with other alumni to share best practice, support each other and collaborate.

Opportunities for Stonewall Alumni include the chance to:

Share your experience with Stonewall

Speak at Stonewall events

Stay connected with Stonewall

Train to be a school role model

Build your networks

Attend Stonewall events

Donate to support Stonewall's work

Facilitate empowerment programmes

Costs With Diversity Champions Programme Membership

LGBT Role Models

In house: £4,000 + VAT for 12 to 36 delegates. Open: £250 + VAT per delegate.

Allies

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Trans Allies

In house: £4,000 + VAT for 12 to 36 delegates. Open: £250 + VAT per delegate.

Inclusive Service Delivery

In house: £4,000 + VAT for 12 to 36 delegates. Open: £250 + VAT per delegate.

Costs Without Diversity Champions Programme Membership

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Inclusive Service Delivery

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Delivery Models

In House

Stonewall deliver to between 12 and 36 of the client's employees at the client's offices. There is scope for your employees to co-facilitate the programme with an expert Stonewall facilitator if they are part of the Stonewall Alumni Programme.

Open

Stonewall host a programme to which clients may send as many delegates as they like. Certain programmes are publicly open for application and there may be a selection process to secure a place.

Cluster

Two or more clients share the cost and delegate allocation of a programme. This collaborative approach brings employees or partners together to achieve the aims of the programme and build networks across participating organisations.

Open Programmes 2020

Bi Empowerment

Swansea 17 March

LGBT Allies

Cardiff 28 April

Inclusive Service Delivery

Llanelli 7 May

Trans Allies

Newport 17 July

LGBT Role Models

Cardiff 8 July

LGBT Allies

Nantgarw 10 August

LGBT Role Models

Wrexham September

Find Out More

www.stonewallcymu.org.uk

cymru@stonewall.cymru

Stonewall Diversity Champions can also speak to their Client Account Managers for more information.

Bespoke Programmes

Stonewall's Empowerment Programmes team are experts in authentic leadership and creating inclusive workplaces. Email cymru@stonewall.cymru to find out how we can help your organisation thrive.

Tailored Programmes

Stonewall Empowerment Programmes are designed to be adapted to your organisation's needs. Email cymru@stonewall.cymru to talk through how we can tailor the content just for you.

Delivery Solutions

Stonewall offer flexible delivery models. Email cymru@stonewall.cymru to discuss the different ways we can deliver an Empowerment Programme to ensure maximum benefit for your organisation.