

(HEIW)

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**From:** [REDACTED]  
**Sent:** 09 February 2021 12:40  
**Subject:** Empowerment, WEI Webinars and Support During Lockdown

Hi

I'm emailing with some really exciting opportunities, including some open Empowerment sessions, our new Index webinars, and an article from Stonewall about supporting LGBT employees during Covid-19.

### **Open Empowerment Workshops**

Some exciting workshop opportunities are being delivered by our colleagues at Stonewall Scotland on Tuesday 23 February and Thursday 25 February 2021. As these sessions are digital, anyone from the UK is welcome to attend!

The Coronavirus pandemic has affected LGBT communities profoundly, with LGBT networks being a key support mechanism for LGBT staff and allies. However, too often marginalised communities do not feel welcome in LGBT spaces and are therefore unable to obtain support when it is needed.

Our network empowerment sessions are designed to support your network consider how you can create inclusive spaces for all LGBT people, with a focus on individual and collective actions. These workshops also provide a great opportunity to meet and share best practice with other organisations undertaking this work.

Ticket prices start from £80 + VAT for public sector and £100 + VAT for private sector Diversity Champions, with one ticket giving you access to **both** sessions below:

#### **Session One: Stepping Up – Understanding your role in inclusive networks.**

Date: Tuesday 23 February 2021

Time: 10am-12pm

Where: Zoom

#### **Session objectives:**

- Develop an understanding of intersectional LGBT identities and experiences to confidently advocate for more inclusive networks.
- Explore meaningful allyship to marginalised individuals and identify first steps that you can take to be a more active and visible ally.
- Hear from others and discuss the practical steps you can take to shape a network group which allows everyone to be themselves.

#### **Session Two: Creating Inclusive LGBT Networks**

Date: Thursday 25 February 2021

Time: 2pm-4pm

Where: Zoom

#### **Session objectives:**

- Understand mechanisms to ensure that network group activities are accessible and inclusive of employees who experience multiple marginalisation in LGBT spaces.
- Learn about structures and strategies that encourage and maintain high participation for all employees within your organisation.
- Explore ways to develop and sustain effective network activities in an increasingly digital environment.

**Secure your place now**

These sessions are perfect for network members, leaders, and committee members; as well as HR and D&I professionals looking to support their employee network groups.

If you have any questions about these workshops, you can email [workplace@stonewallscotland.org.uk](mailto:workplace@stonewallscotland.org.uk) to find out more.

### New Index Webinars

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. 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.

### Other Learning Opportunities

Our HR Director has written [this great article about supporting LGBT staff during the pandemic](#), and [Learnest](#) are holding some sessions for LGBT people.

Hope you find this useful, and have a great week!

Diolch,

[Redacted signature]

Stonewall Cymru



I ddysgu a rhannu ffyrdd i wneud eich gweithle yn lle y gall pob person LHDT gyflawni eu potensial. [Archebwch le nawr.](#)

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