



DIVERSITY CHAMPIONS PROGRAMME

Programme Benefits

Stonewall currently works with over 720 of the country's leading organisations to create fully inclusive environments for staff, service users and the community. It is the largest non-governmental intervention of its kind in the world.

BENEFITS FOR STAFF

Our research demonstrates that staff who work in inclusive environments are more productive, more engaged and more likely to be satisfied with their sense of achievement.

Lesbian, gay and bisexual staff who are comfortable to be completely out in the workplace are 71 per cent more likely to be satisfied with the support they receive from their manager and 65 per cent more likely to be satisfied with their job security. These figures are 67 per cent and 77 per cent for trans employees who are comfortable to be open about their gender identity.

We know increasing productivity is a major motivation for adopting LGBT inclusion - 35 per cent of employees in a UK survey reported an upswing in productivity after coming out.

(Stonewall Staff Feedback Questionnaire 2016 – over 60,000 respondents in Britain and Centre for Talent Innovation Report, 2013)

We will work with you across all areas of your work to engage and motivate your staff, including policy, training, communications, staff engagement, senior commitment, recruitment, retention and with staff network groups. Attracting, developing and retaining a base of employees that reflects the diversity of your customers is essential to success in challenging public sector environments.

BENEFITS FOR THE COMMUNITY

Encouraging a diverse and inclusive workplace gives you the business advantage of understanding and meeting the needs of your diverse community members, service users and residents. Inclusion and diversity is correlated with greater perceived customer service (*Deloitte, 2012*). We know that 4 in 5 LGBT people have never been asked for their views about their local service providers, and 1 in 8 LGBT people have had a negative experience which they felt to be related to their sexual orientation or gender identity when accessing sport and leisure facilities (*Stonewall Scotland, 2014*).

By working with Stonewall on the Diversity Champions Programme, organisations demonstrate to their service users, residents and communities that they are committed to diversity and inclusion and are taking tangible steps to improve their work in this area, going above and beyond their Public Sector Equality Duty under the Equality Act.

We will help you to seek out, involve and respond to your diverse communities and strengthen your knowledge of the specific issues faced by LGBT service users.

BENEFITS FOR THE ORGANISATION

We have a specific public sector team at Stonewall, working exclusively with public sector organisations on the Diversity Champions Programme. We have sector-specific knowledge of the challenges faced by the public sector, and we will help you work innovatively and creatively to overcome these.



PROGRAMME BENEFITS: Diversity Champions Programme

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Organisations with greater diversity and inclusion out-perform and out-innovate others. Research shows that businesses who have a diverse workforce are 45 per cent more likely to report their company's market share grew over the previous year, and are 70 per cent more likely to report that they captured a new market (*Harvard Business Review, 2013*)

We know that employees who feel valued in the workplace are more likely to contribute beyond their formal remit – going the extra mile to enrich the company culture and boost productivity (*Podsakoff, 2009*).

We estimate that 7-10 per cent of the population identifies as LGBT, with one per cent identifying as trans. We will support you to engage with LGBT communities to champion your reputation and reduce risk, as well as working with you to support your commercial initiatives and reap the business benefits from engaging with this underrepresented sector of the community.

FEATURES OF THE PROGRAMME

- Dedicated point of contact at Stonewall with knowledge in your region and sector
- Workplace Equality Index – a groundbreaking benchmarking tool to assess your organisation's work on lesbian, gay, bi and trans equality with an in depth feedback meeting each year and support to implement all tailored recommendations
- Free seminars across the UK – specific to your region, sector and challenges, to keep up to date with best practice on a range of topics
- Networking opportunities with over 700 employers, contact via telephone, email, seminars and events
- Regular updates via your point of contact, and priority access to resources, research, materials and good practice guides
- Use of Diversity Champions logo on website and recruitment materials
- Entry into our Starting Out Careers Guide to raise your profile as a diverse and inclusive employer of choice, distributed to all schools, colleges, universities and careers services
- Advertising on our Proud Employers jobs website, exclusively available to Diversity Champions. New members get five free job listings for four weeks each, worth £500.
- Discounted rates for our Workplace Conferences in London and Leeds, and discounted rates for our Empowerment Programmes including Leadership, Role Models and Allies programmes.

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