

WHAT DO MEMBERS THINK ABOUT THE PROGRAMME?

Creating and maintaining an inclusive working environment that respects and embraces diversity is at the core of our business. Our membership of Stonewall Scotland is undoubtedly helping to positively shape the employment experience of our colleagues by supporting our efforts to be at the cutting edge of delivering diversity best practice.

Peter Cummings, Chief Executive, Bank of Scotland Corporate

WHO SHOULD I CONTACT?

If you would like more information on Diversity Champions Scotland please get in touch with:

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**PEOPLE PERFORM BETTER
WHEN THEY CAN BE THEMSELVES**



DIVERSITY CHAMPIONS SCOTLAND

**WE DON'T HAVE LESBIANS
WORKING HERE, YOU KNOW.**



**OH, MY GIRLFRIEND WILL BE
DELIGHTED TO HEAR THAT!**

Tackling discrimination at work

WHAT IS DIVERSITY CHAMPIONS SCOTLAND?

Stonewall's Diversity Champions Programme is Britain's good practice forum for workplace sexual orientation issues. Top employers work with us and with each other to promote diversity and improve the workplace for Lesbian, Gay and Bisexual people.

Launched in 2001, the Programme brings together over 300 employers at the cutting edge of delivering diversity in business and public services. Now **Diversity Champions Scotland** is working with over 30 major Scottish employers to ensure that they benefit from diversity in the workplace too.

MEMBERS OF DIVERSITY CHAMPIONS SCOTLAND ENJOY THESE KEY BENEFITS:

- ★ **Good practice seminars and events** delivering information and guidance on workplace issues.
- ★ **Ongoing advice and support** to ensure that your organisation is not just using good practice but developing it too.
- ★ **Networking opportunities** with policy makers and senior staff in public, private and voluntary sector organisations and representative bodies.
- ★ **Free entry** in Stonewall's student recruitment guide which is distributed to all colleges and universities across the UK.
- ★ **Benchmarking opportunities**, as a Diversity Champion get the opportunity to examine what your organisation's strengths and weaknesses are when it comes to creating a good working environment for your gay staff.
- ★ **Dedicated programme manager based in Edinburgh.**
- ★ **Use of the Stonewall Diversity Champions logo**, to show your commitment to your staff, service users/customers and partner organisations.
- ★ **Research opportunities**, to gain original data for your organisation.
- ★ **Sponsorship opportunities**, for positive brand association.
- ★ **Access to UK wide Diversity Champions Programme**, which allows you to attend seminars and events across England and Wales.

WHY JOIN?

BECAUSE PEOPLE PERFORM BETTER WHEN THEY CAN BE THEMSELVES

If you can't be 'out' at work, then you can't give 100% to the job. There are over three million gay people in Britain, so you will undoubtedly have gay colleagues, suppliers or customers. Gay staff who are 'out' in supportive environments earn more, stay with their employer longer and are substantially more productive.

FROM COMPLIANCE TO COMMON SENSE THE BENEFITS TO YOUR ORGANISATION

Prejudice has human costs for staff, but also bottom-line costs for employers. Losing talented staff through harassment or discrimination brings costs in recruiting, inducting and training new staff. Stress-related absenteeism is one cause of the £10.2 billion lost to UK employers each year through staff sickness.

However, robust diversity policies and practices attract talented LGB graduates and jobseekers. They send a strong signal that you value their contribution. An organisation with a good reputation for valuing diversity will instill confidence and goodwill among Britain's three million LGB people, who are clients, customers and service users.

WILL THIS ONLY BENEFIT MY GAY STAFF/POTENTIAL STAFF ?

Definitely not! Most people want to work for an organisation whose staff reflect the diverse society in which we live. By ensuring you can attract and retain the best people for the job you will have a work force of individuals whose differences will positively enrich your organisation.

WHAT DO DIVERSITY CHAMPIONS DO?

- ★ **Develop good practice**
- ★ **Discuss what works and what doesn't**
- ★ **Understand the issues faced by employees and service users**
- ★ **Explore the impact on, and value of, LGB markets**