

DIVERSITY CHAMPIONS PROGRAMME

MEMBERSHIP BENEFITS

- ★ *Key benefits* – see inside for details. Plus:
- ★ *Diversity Champions logo* – to use in your internal and external branding.
- ★ *Networking opportunities* – as part of the UK's largest and fastest growing diversity employers' forum.
- ★ *Workplace Conference* – keep up to date with the latest innovations and ideas on LGB equality with discounted and priority booking for this key event.
- ★ *Starting Out Recruitment Guide* – raise your profile as an employer of choice with a free editorial. Sent across the UK and online at www.startingoutguide.org.uk.
- ★ *Authentic Leadership Programme* – discounts for successful applicants to Stonewall's programme for LGB leaders, run in partnership with Ashridge Business School.
- ★ *Regular updates* – receive our monthly e-bulletin and be the first to receive copies of Stonewall research and good practice guides.
- ★ *Proud Employers* – reach out to a wider talent pool by advertising on our job site, exclusive to Diversity Champions.
- ★ *Stonewall Consult* – Discounted daily rates for any work undertaken through our bespoke-services programme.
- ★ *Diversity Champions Members' Forum* – join our discussion boards and access our library of resources.

Membership costs £2000 per annum, representing excellent value for money and a cost effective way to deliver on the sexual orientation strand of your diversity strategy.

'Rugby Football League is proud to be the first National Governing Body of sport to join the Diversity Champions Programme. Stonewall has provided invaluable support and information in our endeavours to create an inclusive workplace. We have embarked on an exciting and groundbreaking journey to create a genuinely inclusive workplace and sport.' *Sarah Williams, Equality and Diversity Manager, Rugby Football League*

JOIN US For further information contact us below:

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Stonewall Scotland
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Stonewall Cymru
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DIVERSITY CHAMPIONS PROGRAMME

Join Britain's leading employers' forum on sexual orientation equality in the workplace



People perform better
when they can be themselves



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ABOUT US

Stonewall is Britain's leading lesbian, gay and bisexual (LGB) equality charity. Established in 1989, Stonewall has been instrumental in changing the legislative environment in Britain. Our campaigning work and policy expertise spans areas including health, education, media, and hate crime.

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Britain's good practice forum for LGB workplace issues, Diversity Champions brings together top employers from across the UK to promote diversity in the workplace. The programme has been helping businesses and public services to develop inclusive workplace cultures for a decade, ensuring that all of their staff can perform to their full potential. No matter what stage of the journey you're currently at, we can help you.

'The Diversity Champions programme is very valuable to Ernst & Young. EYGLES was very proud to receive Stonewall's 'Network Group of the Year' award in 2010. Our engagement with Stonewall has directly resulted in change within our firm; good for our people and our reputation in the marketplace.' **Ernst & Young Gay, Lesbian, Bisexual and Transgender Network (EYGLES)**

Being part of the programme gives employers access to **key benefits** including:

- ★ **Workplace Equality Index** - Use our definitive benchmarking tool to assess your organisation's work on LGB equality against Stonewall's best practice and have an in depth benchmarking meeting to highlight your next steps.
- ★ **Direct access to expertise** on all areas of sexual orientation diversity with support from your client account manager and good practice seminars throughout the year.
- ★ **Be at the forefront of thought leadership on LGB equality** covering everything from the 'double glazed glass ceiling' faced by lesbian and bisexual women, to marketing to LGB communities.

'We have partnered with Stonewall for eight years and value the opportunities their Diversity Champions programme provides us with to engage with a broad range of organisations on best practice and shared knowledge. Leveraging this collaborative experience helps us in our commitment to an inclusive working environment where dignity and respect are paramount.' **Anita Harper & Michelle Mendelsson, Co-Heads of EMEA Diversity & Inclusion, Credit Suisse**

WHY JOIN?

There is a clear business case to focus on sexual orientation in the workplace:

BRAND AND REPUTATION

- ★ Demonstrate your commitment to diversity to your staff, community and clients.
- ★ Network with employers in your sector, mark yourself out as a leader in your area and benefit from cross sector networking.
- ★ Benefit from brand loyalty and access to the untapped LGB market worth an estimated £70 billion a year by showing your support for the LGB community.
- ★ The public sector procurement market is worth 15% of GDP, or £220 billion (HM Treasury, 2010). The Equality Act requires private sector companies to demonstrate their diversity credentials in winning public sector contracts.

RECRUITMENT AND RETENTION

- ★ People perform better when they can be themselves. Concealing one's sexual orientation at work reduces productivity - employees need to be able to communicate and build supportive, cooperative relationships with colleagues, clients and service users (Peak Performance, Stonewall, 2008).
- ★ Progressive employers recognise that their workforce should reflect the diversity of the population in order to serve the needs of customers and service users. By 2011 only 14.4% of Britain's workforce will be white, male, non-disabled, under 35 and heterosexual (IES 2010). Position your organisation as an employer of choice for diverse talent.
- ★ Prejudice has human costs for staff - bullying at work contributes to £12 billion lost to employers each year through stress-related absenteeism (HSE, 2006).

RISK MITIGATION

- ★ Avoid bottom-line costs for employers in legal fees, recruiting, inducting and training new staff, and regaining the trust of key stakeholders. So far, £120,000 is the largest sum awarded by an employment tribunal for sexual orientation discrimination. There is no limit to the amount that can be awarded.
- ★ Equality Act - all publicly funded bodies must show how they proactively consider the needs of LGB staff and service users.