Session A: Beginning your journey as an inclusive organisation

Facilitators: Matthew Moore, Client Account Manager, Stonewall.
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Speakers: Stuart McKenna, Equality & Diversity Manager, Manchester Metropolitan University
Session Outline

• Establishing a business case
• Stuart McKenna: Manchester Metropolitan University
• LGBT Inclusion Action Planning
• Activities
• Wrap Up
Learning Outcomes

• Increased confidence to begin your work in LGBT inclusion by identifying the right approach for your organisation.
• Understanding the first key steps
• Best practice tips.
• Leave with a basic action plan
Establishing a Business Case

- **Economic Performance**  LGBT discrimination leads to lower levels of productivity, whereas LGBT inclusion results in higher levels of enterprise and creates a creative environment.

- **Business Performance**  Diverse and inclusive organisations are better able to recruit talented employees, create an environment of trust and are better capable of anticipating customer needs.

- **Individual Performance**  Employees working in open, diverse and inclusive environments have higher levels of motivation and affinity with business values.
Stonewall Research

LGB EMPLOYEES COMFORTABLE BEING OUT IN THE WORKPLACE ARE 

67% MORE LIKELY TO BE SATISFIED WITH THEIR SENSE OF ACHIEVEMENT

TRANS EMPLOYEES COMFORTABLE DISCLOSING THEIR GENDER IDENTITY ARE

77% MORE LIKELY TO BE SATISFIED WITH THEIR JOB SECURITY

Source: Workplace Equality Index 2017
Beginning your journey as an inclusive organisation

Stuart McKenna
Equality & Diversity Manager
Manchester Metropolitan University
The start of our journey.

• Appointing a Champion.
• Developing a network.
• Developing inclusive policies.
• The barriers and how we overcame them.
• Some good practice tips.
Appointing and utilising a Senior Champion.

• In 2016 the University Deputy Vice-Chancellor took on the role as the Senior LGBT Champion.

• Seniority is important, ideally someone operating at your Executive level.

• Authenticity is key. If a Champion is not authentic about their involvement it will look piecemeal.

• Visibility.

• LGBT or non-LGBT?
Message from the Deputy Vice-Chancellor

Jean-Noel Ezingeard is Manchester Metropolitan University’s Deputy Vice- Chancellor and chair of the University’s Diversity and Equal Opportunities Committee.

“As a University, we are committed to equality for all. We are immensely proud of our diverse LGBT community of staff, students and alumni, and promote an environment of acceptance and inclusion, without exception. Manchester Metropolitan University is dedicated to ensuring that no student or staff member is prohibited from achieving their potential because of their sexual orientation or gender identity.

When organisations like ours stand up against discrimination and prejudice, we take a step forward towards equal rights across the world.”

LGBT inclusive message used at induction for all new staff.

"We must continue working to end discrimination and prejudice"
#IDAHOBIT2017 @MMUEqualities
Developing an effective network.

• Terms of reference are really important in establishing an effective network.
• Ownership by network members is crucial, rather than activities being owned by HR/E&D.
• Reporting route for network and defined structure.
• Utilise your network to recruit role models and allies.
• Consider whether membership has to be LGBT or more inclusive.
• Social activities are important (as long as they are inclusive), but ensure that the network doesn’t become a social club.
• For smaller organisations think about joining up with other similar networks.
Developing inclusive policies.

• Consider whether your policies use inclusive language – e.g. do policies use gendered pronouns? Do they make assumptions about ‘traditional’ families?

• Are benefits inclusive of LGBT people, and where appropriate, their partners and families, and is the language inclusive.

• Use your staff networks to consult on policies, they can provide invaluable insight.

• Utilise resources from Stonewall and any other best practice examples.

• For public sector organisations consider using your EIA process to achieve this.
What were the barriers? (1)

Network groups and attendance.

• The University developed a terms of reference that explicitly gave network members protected time to attend meetings.
• This was publically communicated by the Senior Champion.
• Consider using your PDR/Annual appraisal process to recognise the contribution of network members/Chairs.

The ‘G’ in LGBT.

• Consider all identities in the formation of your network and its activities.
What were the barriers? (2)

Engaging with customers and service users

When HR lead on much of the Equality work, engaging with customers and service users can present challenges.

To overcome this barrier, the University has engaged with the LGBT Student Society through:

• Joint events.
• Joint initiatives.
• Collaboration on joint documents and information.
• Regular contact with the Society president and officers.
What were the barriers? (3)

Procurement

Making LGBT inclusivity a priority for those who don’t see it as a priority.

• The Equality & Diversity team were able to position LGBT inclusivity alongside other areas of procurement policy development, such as ethical procurement and sustainable procurement.

• The developments in these areas provide the opportunity to improve procurement policies and practices from an LGBT inclusivity perspective.

• We offered equality training to smaller suppliers, and invited supplier contacts to LGBT events.
The University recognised that Manchester is likely to be a destination of choice for many LGBT Staff and Students.

In 2016 we launched a guide for LGBT Staff and Students.

Content included:

- Local LGBT venues
- LGBT inclusive GP surgeries
- Inclusive places of worship
- Local LGBT Sports and activities clubs
- Staff Role model Profiles

Showcasing good practice

Relating to the index, this publication allowed us profile:

• BME LGBT Role Models.
• Disabled LGBT Role Models.
• Older LGBT Role Models.
• LGBT People of Faith.
• Trans Role Models.
Showcasing good practice

LOBT Role Model: Lucie Bulte is a Senior Lecturer in the LGBT Staff Forum.

“Coming out for the first time is an liberating experience, struggle. My coming out was in the two as there were two others admitting to myself that I was but I felt instantly better about all before. It was like a breath of fresh air! As my friends and I came out was easy. I think it isn’t too hard. I made it difficult for my family would reject me by being different. It took me a lot of pride that there were some steps have accepted my sexual orientation others to accept that someone comes out of the closet.

I found that Manchester Met is one of the most positive and open environments. Students and staff are aware of the existence of the LGBT+ community and its impact on the personal and professional lives of individuals. As a gay man, I recognise the importance of having a supportive and inclusive environment that promotes equality and diversity. The institutional support provided by Manchester Met is integral to creating a welcoming and inclusive space for all. If you are struggling with your identity or find it challenging to express your true self, you are not alone. Manchester Met has a wealth of resources available to support you in your journey. From workshops and events to individual counselling, there are many avenues available for you to find your voice and express your true self."
Sometimes it’s the simple things

- #postyoursupport campaign.
- Encourages staff to consider why LGBT equality was important and post to social media.
- Opportunity to recruit LGBT Allies.
- Cost effective.
- 24,000 Twitter impressions as a result of this campaign.
Utilising the Workplace Equality Index effectively

• Use the Index to define action plans for the next 12 months. (i.e. identify from the index questions where gaps exist and effectively plan).

• The Index needs to be everyone’s business, and not an exercise carried out in HR/E&D in isolation.

• Utilise the feedback from Stonewall – its invaluable, and better than making assumptions.

• Learn from others in your sector or similar field – don’t reinvent the wheel.
Outcomes for the University

• Between 2016 and 2017, the University rose 125 places (from 166th to 41st), in the index, placing us 4th in the sector.

• The University has been able to use outcomes achieved through participation in the index for other Equality & Diversity Charters.
Action Planning: Identifying Barriers to Inclusion

Activity:
On your flipcharts, create a list of 5 potential barriers that may stand in your way when trying to create an inclusive workplace.
e.g. “There isn’t senior level support to make this a reality”

Time:
10 minutes
Action Planning: Taking Down Barriers

Activity:
Swap your flipcharts with table next to you, think about resolutions to the barriers put forward. How would you/have you resolved them?

Time:
10 minutes
Power Mapping

Activity:
Individually, think about who the influencers / gatekeepers are for you to start your journey to a more inclusive workplace. How will you influence them?

Time: 5 minutes
Our Top Tips

1. Do research and find out what is best for your organisation
2. Understand the business case and communicate it effectively.
3. Establish a power map, who can help make this happen?
4. Get senior level buy in
5. Look to other organisations in your sector for best practice
6. Start an employee network (resource group)
7. Use Stonewall’s campaigns to raise awareness on key dates
8. Collaborate with other networks, internally and externally
9. Think about the diversity within diversity and multiple identities
10. Monitor and evaluate your impact via the Workplace Equality Index
Questions?