# Stonewall

# ABOUT THIS RESOURCE

**This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.**

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

# Stonewall

# NETWORK GROUPS:

# BUILDING A STRATEGY FOR SUCCESS

MARYAM | ACCOUNT MANAGER | THEY/THEM | THEY/THEM

CALU | BUSINESS DEVELOPMENT MANAGER | SHE/HER

# Housekeeping

- **Take a break when you need**

- **This session is interactive**

- **Share your knowledge and expertise**

- **Use 'kind eyes'**

- **Facilitators are here to share good practice and keep to time**

## Session Timings

**1 hr 25 mins**

- **Introduction – 15 mins**

- **Good Practice – 25 mins**

- **Action Planning – 35 mins**

- **Closing – 10 mins**

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# Network Groups: building a strategy for success

Discuss the role of network groups
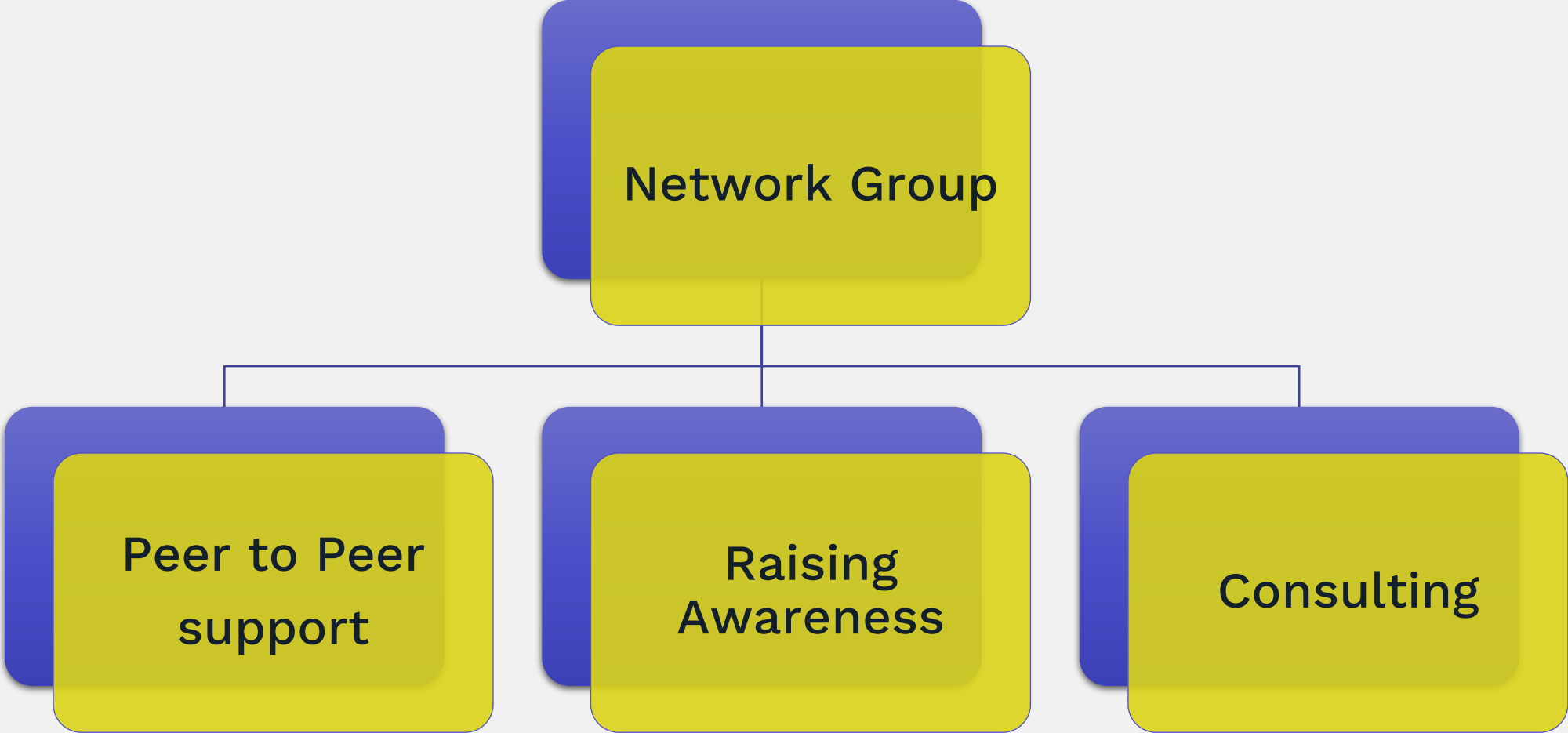
Explore a strategy framework

Action Planning

# What is the role of LGBTQ+ network groups?

Please discuss in pairs for 2 minutes
Share your answer

# LGBTQ+ networks groups play a crucial role in building LGBTQ+ inclusive working cultures

# The Network Group

Network Group

Peer to Peer support

Raising Awareness

Consulting

# Peer-to-peer support

Organising social events/gatherings

Engaging with industry-wide network groups

Hosting career development events

Assist & support in reporting bullying and harassment

Peer support/buddy up system in the network

# Raising Awareness

Promoting LGBTQ+ visibility in communications

Discussing LGBTQ+ Inclusion

Recognising Intersectional LGBTQ+ experiences

Presenting diverse personal experiences

Hosting educational events

Fundraising

Engaging in reverse mentoring

# Consultation

Feedback to senior managers

Reviewing internal policies

Reviewing other changes to the workplace
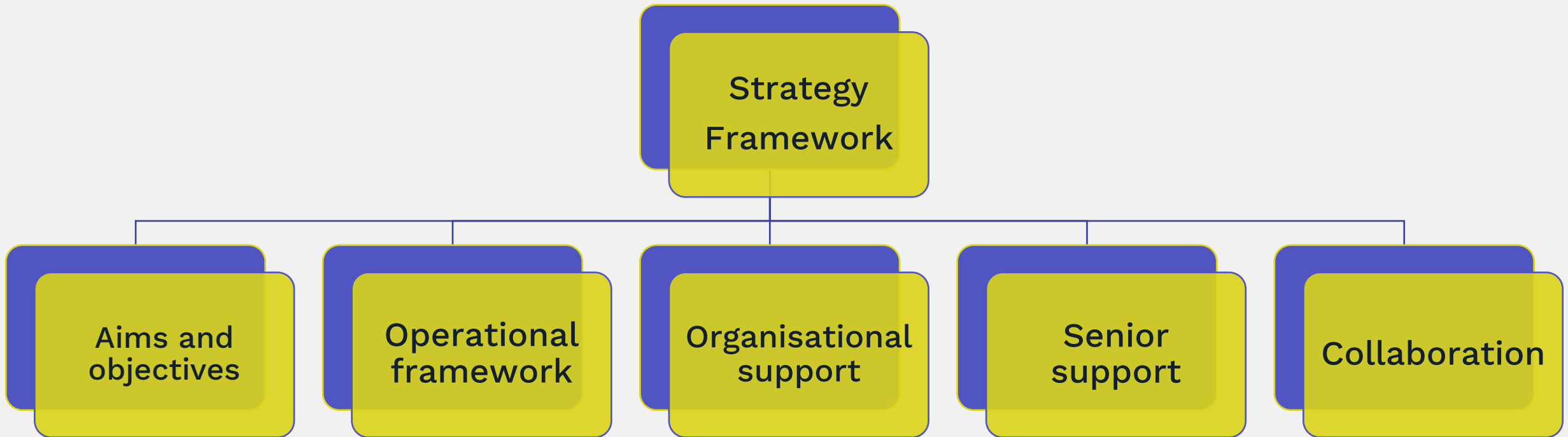
# A Network Strategy Framework

# Why is it important to have a good network strategy ?

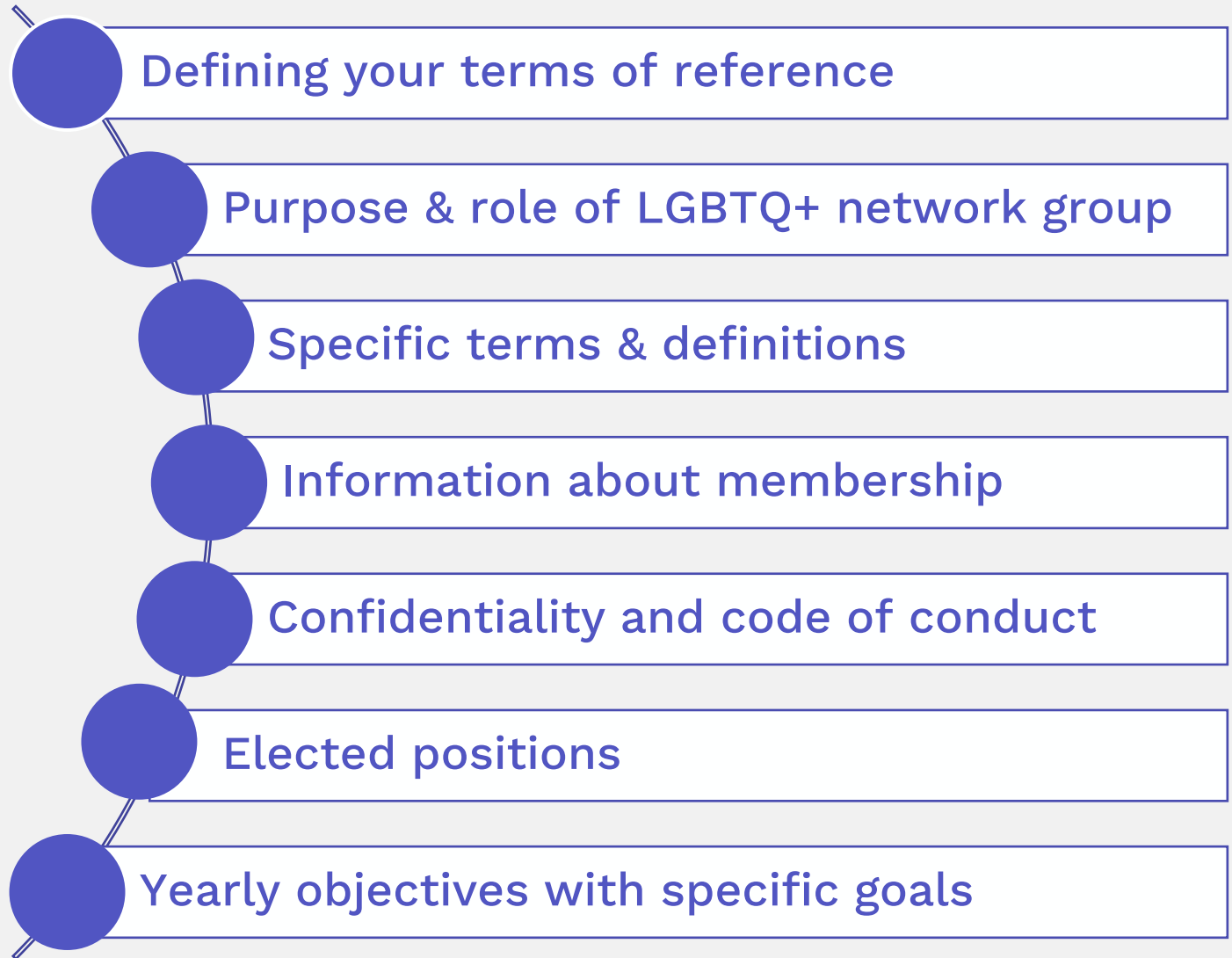Please discuss in pairs for 2 minutes
Share your answer

# Why is it important to have a network strategy ?

- Actions are more effective with a long-term, formalised strategy

- Avoid unsustainable, ad-hoc practices

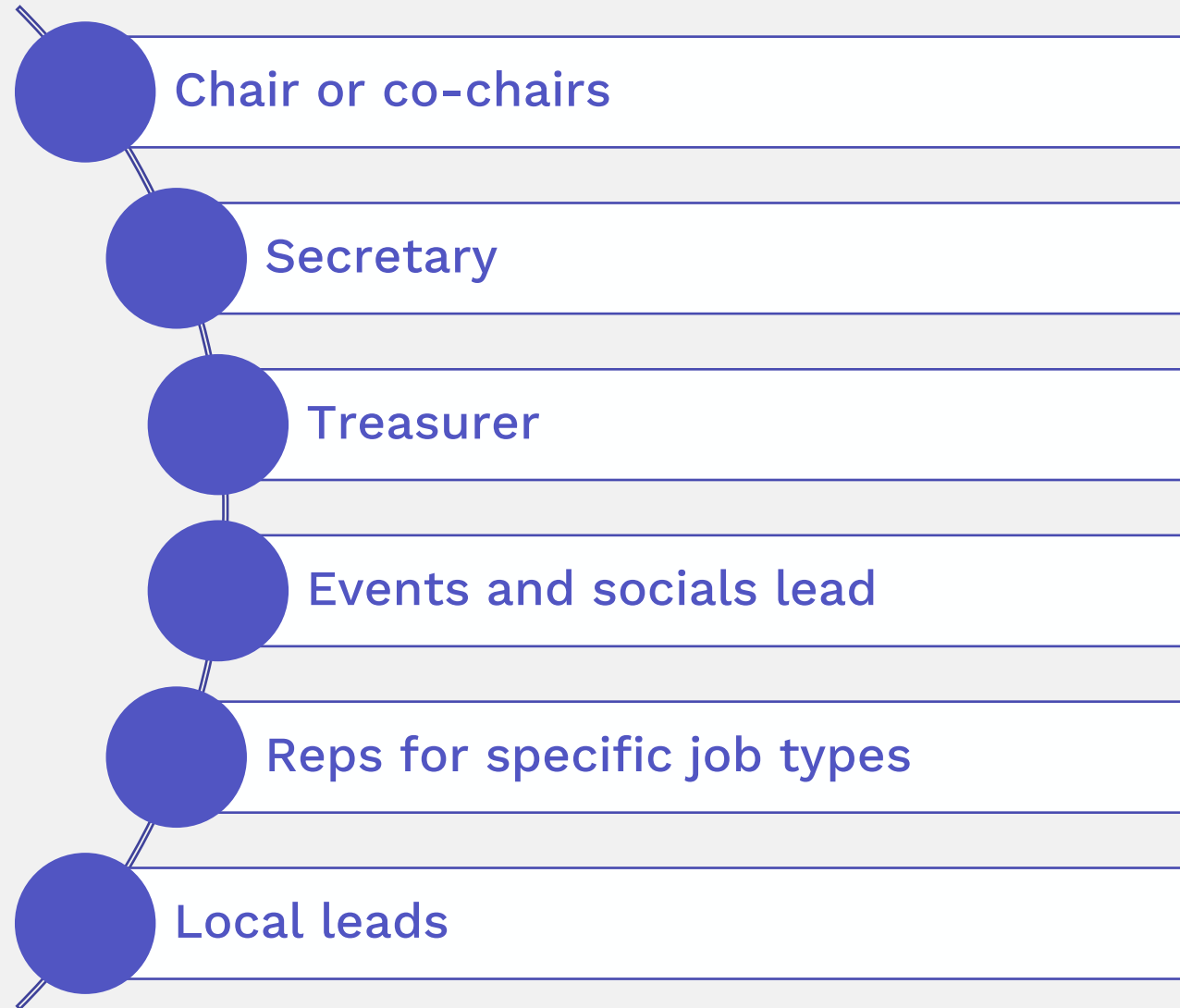- Maximise the impact of your network group

# The Strategy Framework

# Aims
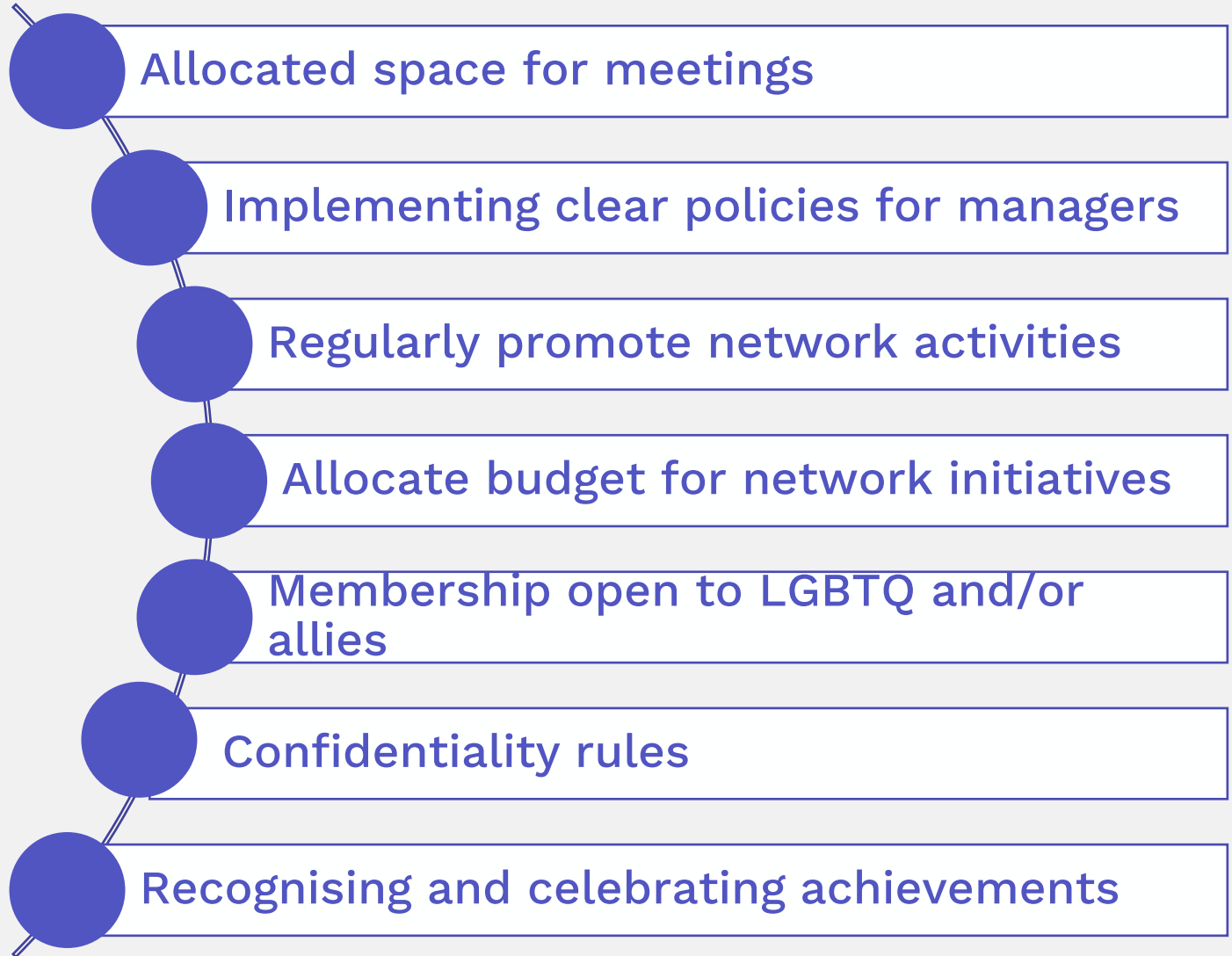# and objectives

- Defining your terms of reference
- Purpose & role of LGBTQ+ network group
- Specific terms & definitions
- Information about membership
- Confidentiality and code of conduct
- Elected positions
- Yearly objectives with specific goals

# Operational Framework

Chair or co-chairs

Secretary

Treasurer

Events and socials lead

Reps for specific job types

Local leads

# Organisational support

- Allocated space for meetings
- Implementing clear policies for managers
- Regularly promote network activities
- Allocate budget for network initiatives
- Membership open to LGBTQ and/or allies
- Confidentiality rules
- Recognising and celebrating achievements

# Senior support

- Identifying who to approach
- Present a business case
- Upskill your senior champion
- Senior champion advocates for support

# Collaboration

- Communications Team
- Allies
- Other internal network groups
- Sector-wide network groups
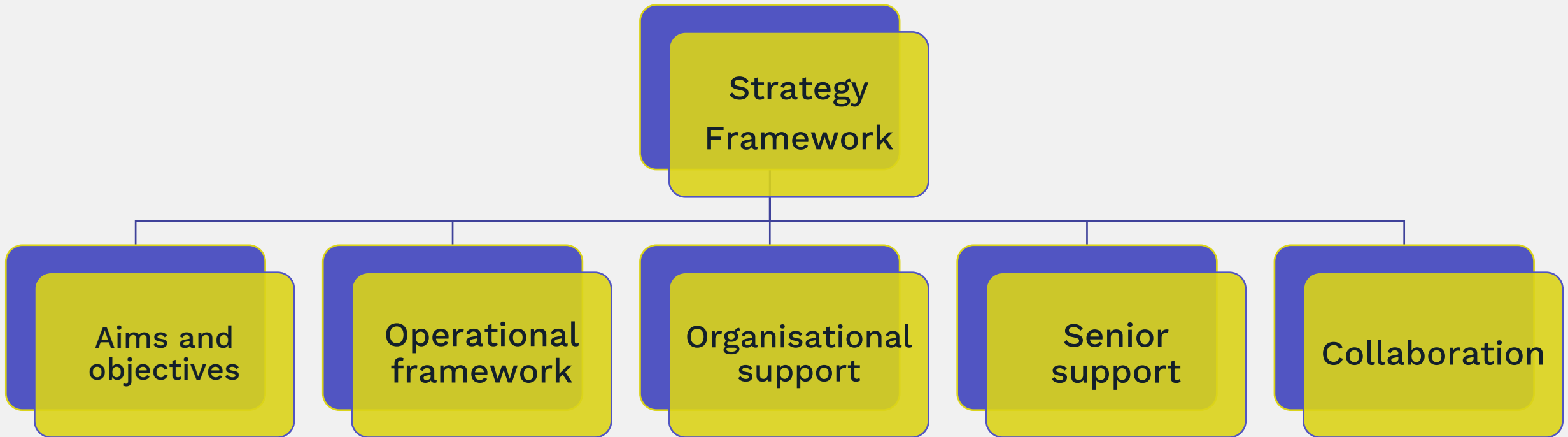- External organisations
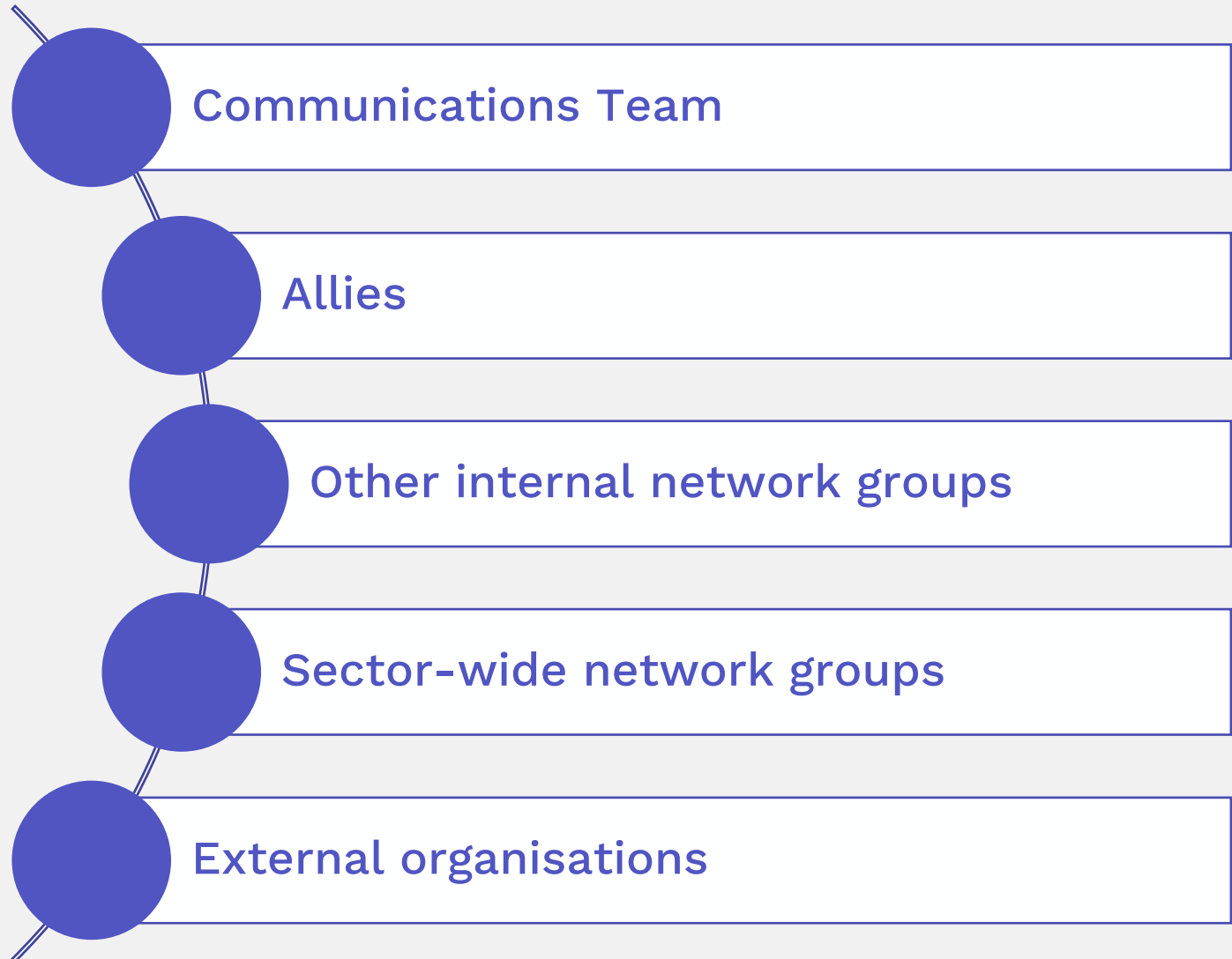
# The Strategy Framework

# Stonewall

## SAGE PUBLICATIONS

**HANNAH COOPER | CONTENT DEVELOPMENT MANAGER | SHE/HER**

**DAVID DUFFIELD | SENIOR PRODUCT MANAGER | HE/HIM**

# Building Successful Networks:
# A Strategy for Success

# Sage Publications

# History of Sage's LQBTQIA+ Employee Resource Group

- Sage established a DEI Council, which included senior leadership. The Council particularly focused on ethnicity and gender equity work, bringing an intersectional focus.

- From this, three employees decided to form a joint LGBTQIA+ and BAME Employee Resource Group in 2018.

- The rationale was to build strength in numbers and create a sense of solidarity between the two groups. Although experiencing different types of discrimination, they could support one another, particularly employees with intersectional identities.

- The aims of the ERG were to increase representation across different levels and departments within the business and to create a safe space for feedback.
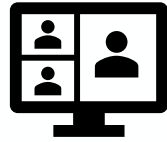
# Achievements and evolution of the ERG

**Communication & support:**

Regular ERG meetings and a private Teams channel for the group

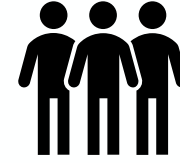Executive sponsorship of the group

**Training & events:**

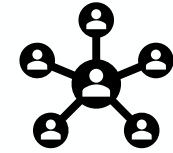External training on diversity and unconscious bias

Social Justice Discussion Group

Reverse mentoring with senior leadership

**Environment & accessibility:**

Gender-neutral toilet facilities in the office

**Reach:**

More Employee Resource Groups started appearing from 2019

The LGBTQIA+ and Global Majority Group (formerly BAME) grew into separate ERGs in 2020, working alongside each other

# How the network is structured

External collaboration:

- Stonewall
- Cross-Publisher LGBTQIA+ Collective

**LGBTQIA+ ERG**

**Executive Committee**

- Two Co-Leads
- Secretary/Treasurer
- Executive Sponsor

**Comms**

- Monthly meetings
- Teams channels (ERG & Allies)
- SharePoint page

**Resources**

- Office of DEI
- Other ERGs
- Annual budget
- Events support

# Sage LGBTQIA+ network's strategy





## Events

- Ideally mix 'fun' events and shows with opportunities to learn and actively engage.

- Find your funds – budgets are tight, so you might need to be creative to fund events.

- Be realistic about what your company can do, split events and ensure remote workers can be involved.
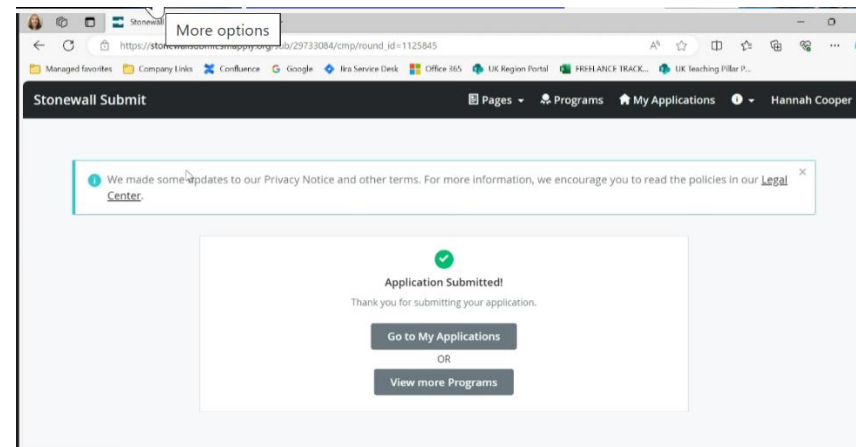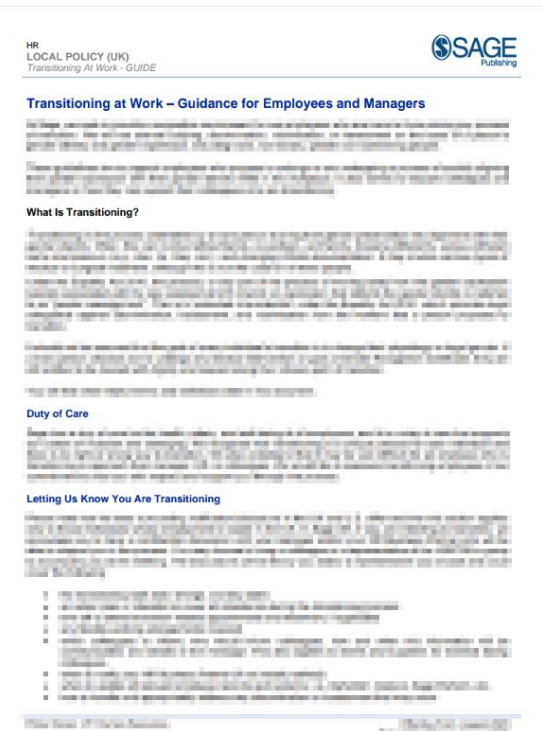
# Sage LGBTQIA+ network's strategy

## Advocacy

- Gender Neutral facilities

- Use of pronouns (stickers / signatures)

- Political advocacy and highlighting current LGBTQIA+ issues

- Charity work

## Making Change

## Workplace Equality Index



## Policies

# Sage LGBTQIA+ network's strategy

## Intersectionality

- Other network leads have joined our network meetings

- Work closely with our U.S. equivalents

- Core element of our founding

- Support / advocate for other groups

## Collaboration

## Industry

LGBTQIA+
Cross-Publisher Collective

## DEI Strategy

- Annual Allies meeting for all staff

- Link to company's DEI strategies

- But know when you need to pursue your own path

- Engage honestly but robustly

- Consider Diversity Tax and your own mental health
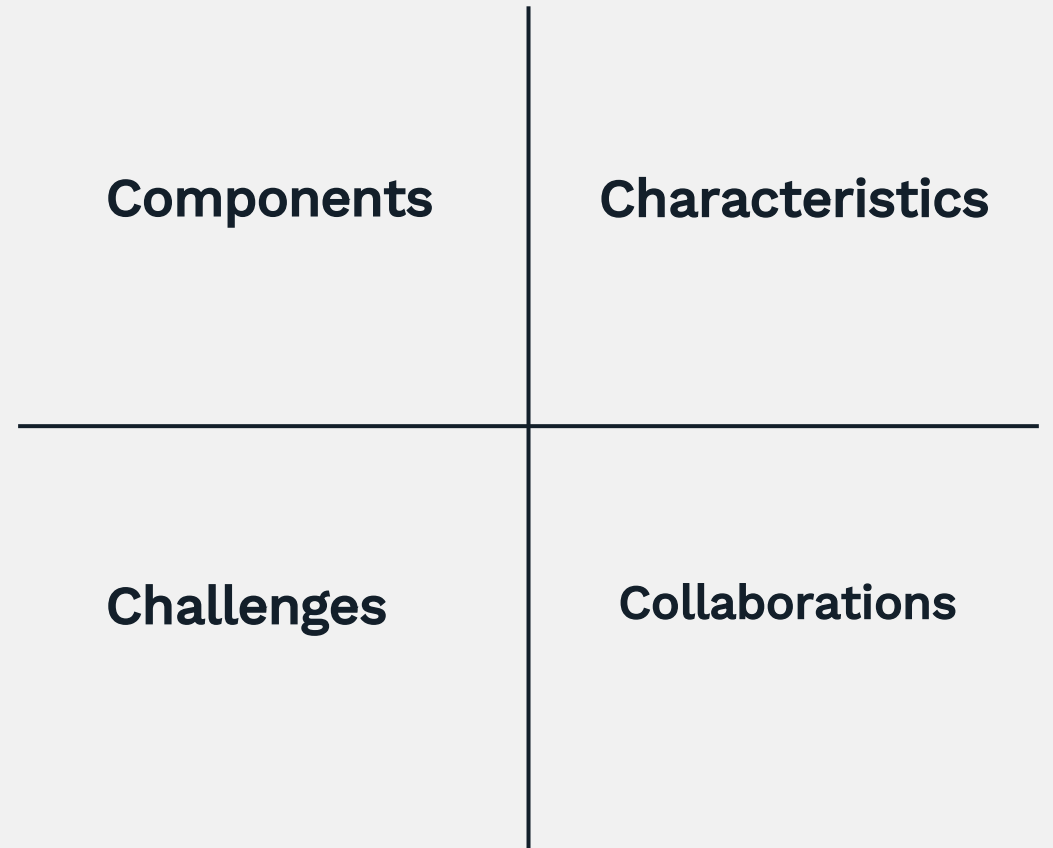
# Strategy in action – our Summer Party 2023

# Action Planning

# Action Planning

4 Groups

Items needed: Large white sheet, sticky notes and markers

Time: **15 min**

|  |  |
|---|---|
| **Components** | **Characteristics** |
| **Challenges** | **Collaborations** |

# 4 C's

**Components**
Identify the components that are essential for the LGBTQ+ network to achieve its goals and objectives. Clarify how understanding these parts can help the network function effectively

**Characteristics**
Clarify which characteristics are linked with the aims and objectives of the LGBTQ+ network

**Challenges**
Identity what obstacles or barriers the network group might encounter when achieving its goals.
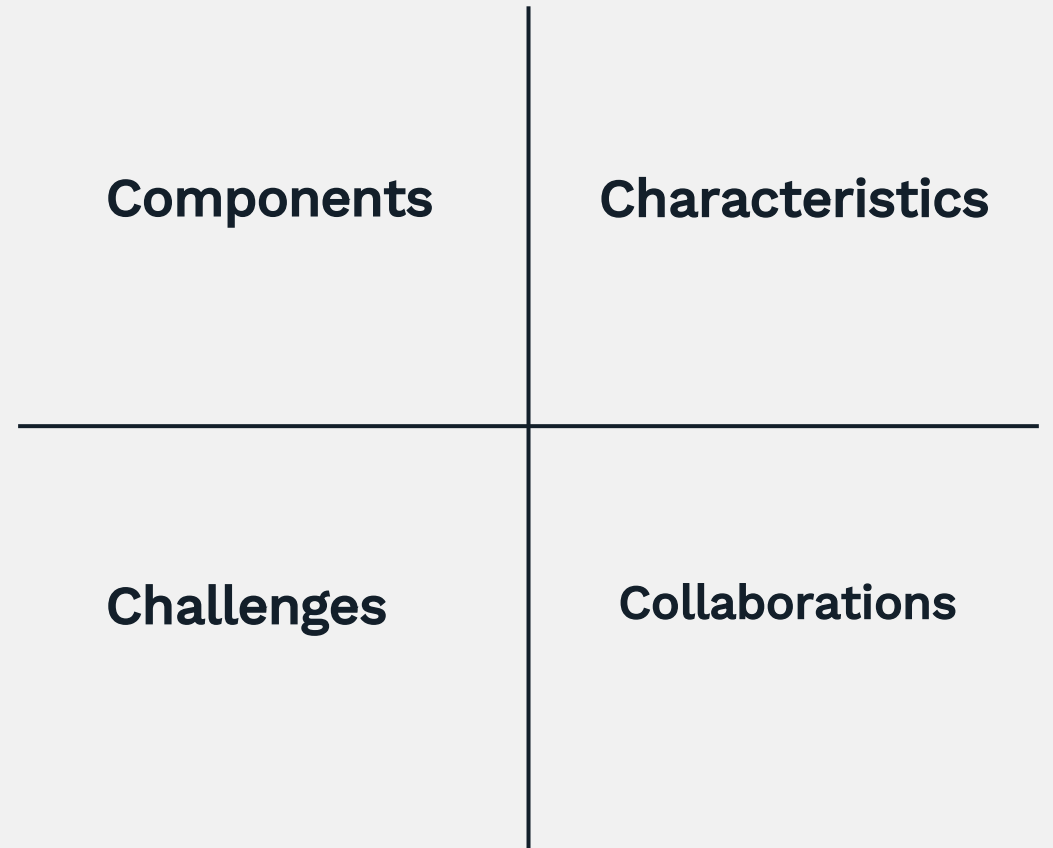
**Collaboration**
Identify the key stakeholders that the LGBTQ+ network group needs to collaborate with, write down the type of relationship that would have to be established with these groups.

| Components | Characteristics | Challenges | Collaboration |
|---|---|---|---|
| Clear understanding of mission and vision | Clear statement of diversity and inclusion commitment incl. intersectionality | Dealing with lack of funding or low funding | Cross collaboration Network Group |
| Funding: Understanding where the funding is coming from & how it will be distributed | Clear outline of how to the LGBTQ+ network group will support LGBTQ+ members | Internal cultural/social stigma | Senior leaders |
| Overview of communication channels | Clear statement on equality and visibility | No support from Senior leaders | Communication team |
| Monitoring & Evaluation | | No support from HR | HR department |
| | | Working across different locations | External LGBTQ+ charity/ organisation |

# Independent Activity

- Reflect on the current status of the network group

- Identify the areas for development/improvement

- Outline possible strategies

Time: **10min**

| Components | Characteristics |
|---|---|
| Challenges | Collaborations |

# Thank You