



## 1. Purpose

Our vision is to make the Midlands the best place to work for LGBT+ professionals. Through creating a significant network across organisations within the region, we bring them together and enable a greater voice.

The following objectives are derived from three main themes:

*People* - provide stronger local support and events.

*Business* - drive changes and improvements within business.

*Community* - help relevant local charities and organisations.

## 2. Objectives

- Achieve a positive, tangible result from the alliance.
- Ensure our events focus on business agenda yet are open to a broad group.
- Encourage the representation of every bracket within the LGBT+ spectrum.
- Empower organisations within the Midlands to work together on shared goals.
- Support organisations within the region in setting up LGBT+ networks.
- Create a bigger local network, ensuring organisations are actively involved.
- Facilitate increased attendance at individual organisations' events.

## 3. Structure

- The network has a core committee from member organisations, which acts as a steering group.
- The committee will include a Chair, Deputy Chair, Membership Secretary, communications and events team as well as advisory committee members.
- Appointment to the committee is upon agreement from the majority of existing committee members.
- Membership of the committee will be reviewed annually to ensure adequate engagement and representation.



#### 4. Membership

- Membership of The Alliance Network is open to anyone who supports the groups ideologies, and is of direct benefit to businesses within the Midlands.
- The network will hold a variety of events and activities for all members, irrespective of the sector their organisation is from.
- Members are expected to actively participate in supporting the network to achieve its desired outcomes.
- We expect the sharing of ideas and best practice amongst the group; any information shared should be of a non-confidential nature.

#### 5. Benefits

- Creates a forum that brings together organisational LGBT+ networks to discuss, collaborate and work towards shared goals.
- Provides insight into models and methods of best practice.
- Allows access to a wealth of specialised knowledge on LGBT+ issues.
- Offers support for businesses around LGBT+ matters across the region.
- Helps to raise the profile of individual organisations.
- Provides a centralised focal point of events and resources.