



## 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.



## Strategic Action Plan

We have identified the following key areas of work for the network to carry forward, these are supported by specific actions which are forecasted over the next three years.

### 1. Publicity & Communications

#### *Year One*

- Increase the sharing of information to help organisations become more inclusive in terms of LGBT+.

#### *Years Two/Three*

- Become recognised for our contribution to the LGBT+ community within the Midlands.

### 2. Events

#### *Year One*

- Hold best practice seminars focussing on the “L”, the “G”, the “B” and the “T”.
- Create a varied programme of events for the year ahead.

#### *Year Two*

- Hold an annual event linking with other local networks, raising awareness of LGBT+ diversity and inclusion issues within the workplace.
- Encourage the support of high-profile, ally, business leaders to launch a midlands allies scheme and promote in their local organisations.

### 3. Membership Development

#### *Year One*

- Grow the membership of organisations participating every quarter, to hit a minimum of 500 affiliates on our members list in the next 12 months.
- Increase our business network

#### *Year Two/Three/Ongoing*

- Grow our membership and the breadth of organisations participating every quarter.



#### **4. Collaborative Working & Sharing Best Practice**

##### *Year One*

- Act as an avenue for companies without an LGBT+ network to see what others do and start their own.
- Actively follow up each meeting/seminar/presentation so that we have tangible evidence for our work.
- Provide mentoring, role models and general support to other professionals and organisations.

##### *Year Two*

- Be seen as the 'go to' network in the Midlands to get advice on best practice and business leads.
- Produce resources and actively support organisations of all sizes in establishing their own staff networks by sharing best practice.

##### *Year Three*

- Publish and share thought leadership articles based on the above.
- Develop a support club and potentially a confidential advice line for professionals who need impartial support.

#### **5. Supporting a Charity**

##### *Year Two*

- Support an existing local charitable cause in a tangible way.
- Work towards developing a charitable trust, foundation or at least have an element of charity work for the benefit of the LGBT+ community locally..



### Workstream – Leaders & Teams

Names	Org	Events	Members	Comms	Working with Other Networks	Supporting Grads Staying Out of Closet	Sharing Best Practice
<b>Leader</b>		<b>Billy</b>	<b>Mike</b>	?	<b>Megan</b>	<b>Marie</b>	<b>Megan</b>
Paul Eaves-Seeley	PwC						
Brain Ashmead-Siers							
Andrew Kane	Pinsent Masons					Y	
Bernie Mcentee	KPMG	Y					
Billy Jones	PwC	Y		Y			
Fran Harris	PwC		Y	Y			
Kelly Gutteridge	Barclays	Y					
Khyim Khan	SRA		Y				
Matt Daniels	Midan Consulting		Y		Y		
Mike Morgan	Hays		Y				
Lee Cartwright	Mazars				Y		
Marie Dobinson	Bham City Council				Y	Y	Y
Neil Jinks	DWF	Y	Y	Y	Y		
Peter Bond	Gowling WLG		Y	Y - web site			
Maciej Krezolek	Arup				Y	Y	Y
Megan Key	Probation Service				Y	Y	Y
John Webb	HSBC						
James Hallam	PwC						
Clare Coates	Barclays		Y		Y		
Richard Hancher	KPMG				Y	Y	Y
Dan Capehorn	RBS						

#### Notes

- Dan Capehorn - RBS - wants to be kept updated for next 6 mths while they build their network with a view to becoming actively involved once bigger Midlands Rainbow group is established.
- Richard Hancher - 3 areas expressed interested in but happy to be flexible
- Ky also happy to be flexible