

Quarterly Event



DWF Offices, One Snowhill, Snow Hill Queensway, Birmingham B4 6GH

Thursday 8 September 2016

GROUP DISCUSSION

Question 1 – 10 mins

Discuss thoughts on what Marie and Elsa have said about best practice – agree / disagree / any other points?

Question 2 – 15 mins

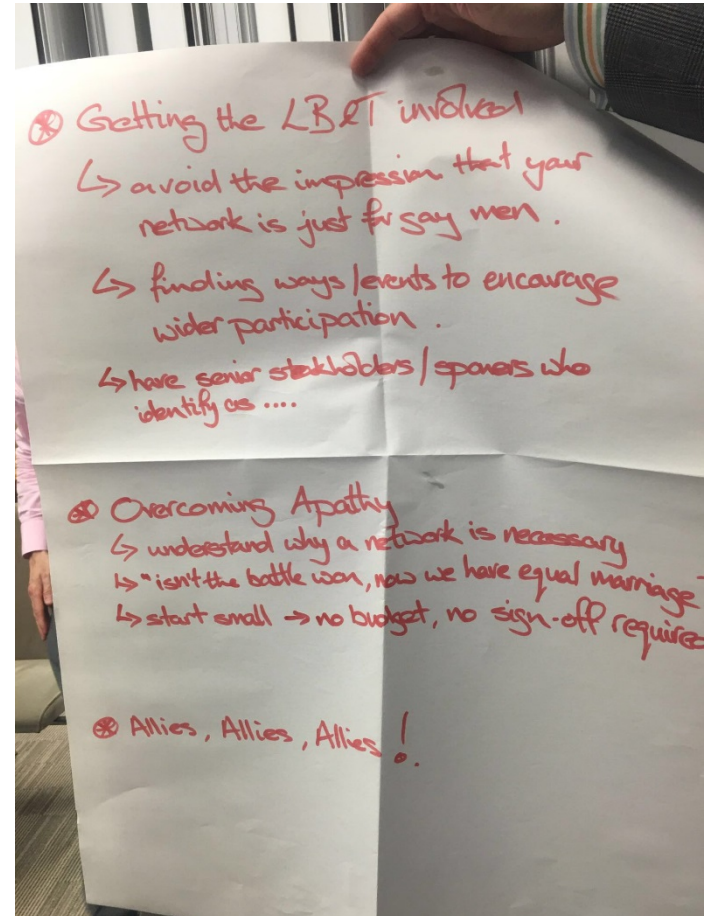
Share practical tips you have used to increase engagement in your networks, what worked, what didn't

Feedback Summary – Top Practical Tips

- Need to combat Apathy, slowly engaging people
- Ensure events/network is not just social
- Provide a comfortable environment for LGBT people
- Key to obtain a regional local Sponsor
- Make sure your Network is inclusive for L, G, B and T
- Hold mini roadshows to raise awareness of your Network
- Share stories of your role models externally too
- Mugs get a great reaction and drive lots of discussion
- Make sure your are visibly inclusive ie Asian gay men

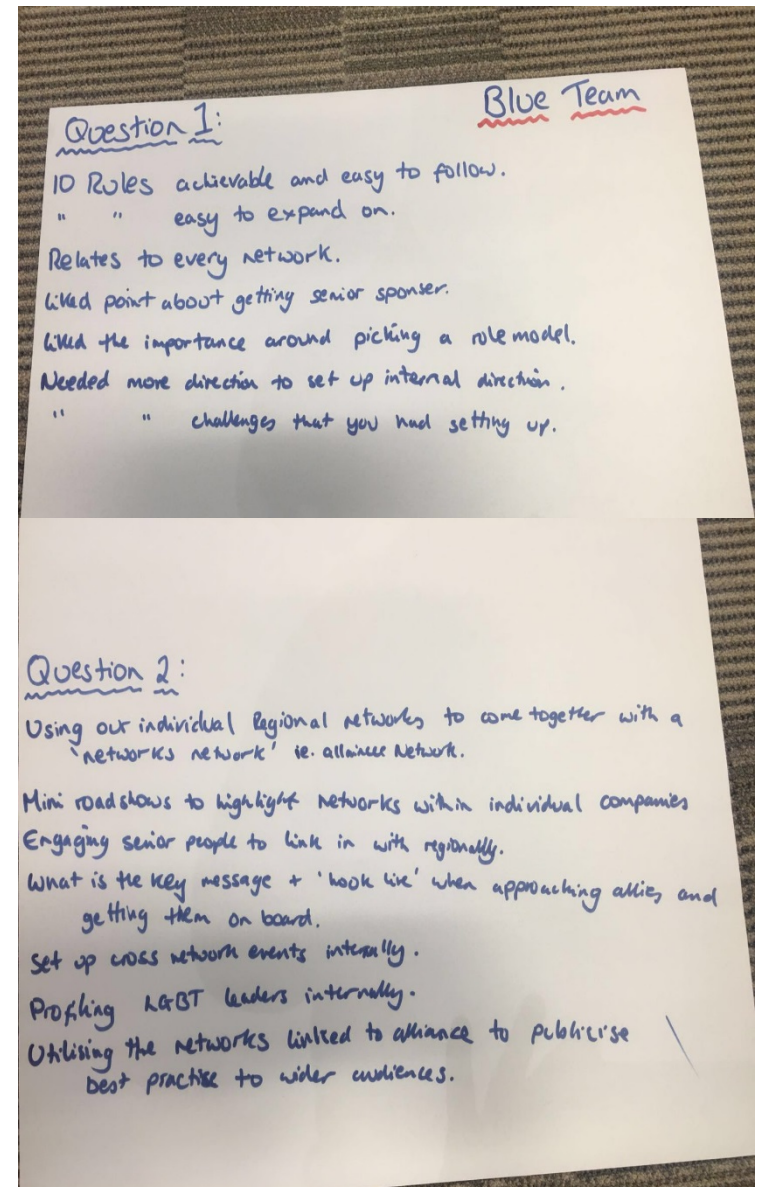
Group 1

- Getting the LB&T involved
- Avoid the impression that your network is just for gay men
- Finding ways/events to encourage wider participation
- Overcoming Apathy
- Understand why a network is necessary – isn't the battle won, now we have equal marriage?
Start small – no budget, no sign off required
- Allies, Allies, Allies!!



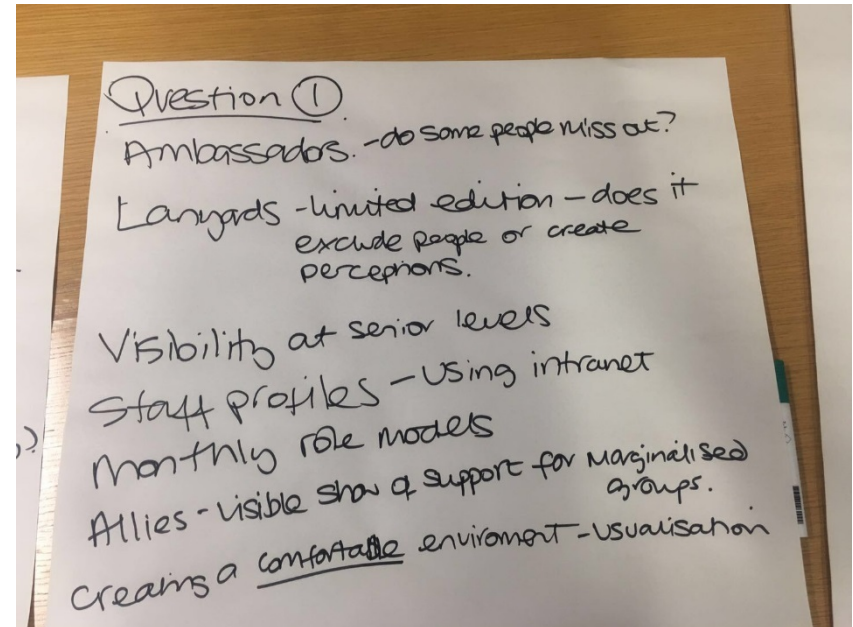
Group 2

- **Question 1**
- 10 rules achievable and easy to follow
- 10 rules easy to expand on
- Relates to every network
- Liked point about getting senior sponsor
- Liked the importance around picking a role model
- Needed more direction to set up internal direction
- **Question 2**
- Using our individual Regional networks to come together with a 'networks network' re Alliance Network
- Mini roadshows to highlight networks within individual companies
- Engaging senior people to link in with regionally
- What is the key message and 'look like' when approaching allies and getting them on board?
- Set up cross network events internally
- Profiling LGBT leaders internally
- Utilising the networks linked to Alliance to publicise best practice to wider audiences



Group 3

- Ambassadors – do some people miss out?
- Lanyards – limited edition – does it exclude people or create perceptions?
- Visibility at senior levels
- Staff profiles – using intranet
- Monthly role models
- Allies – visible show of support for marginalised groups
- Creating a comfortable environment – visualisation



Group 4

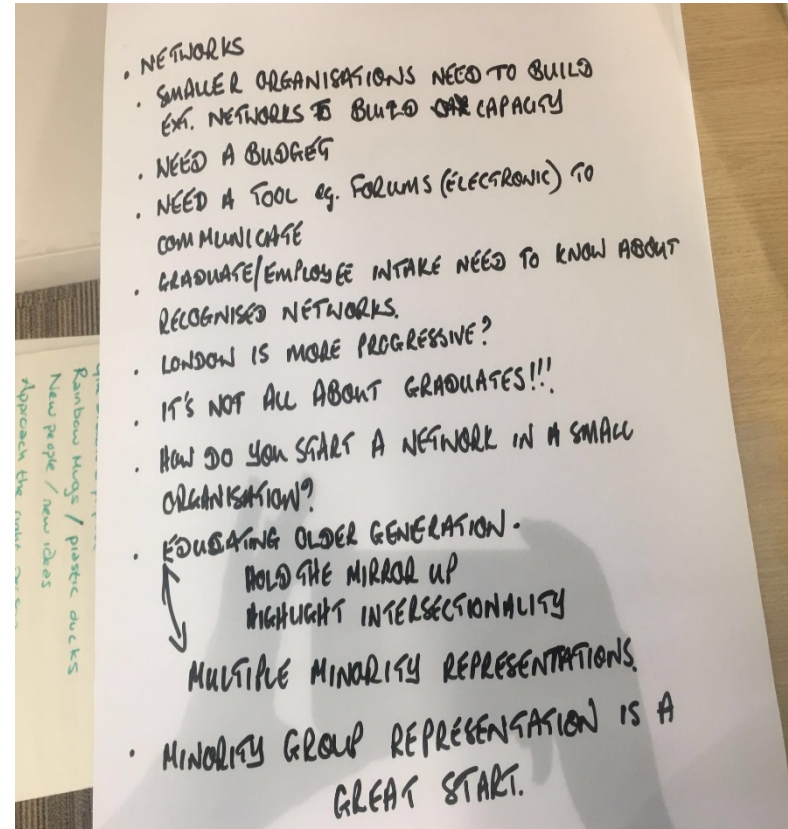
- Steering Group – leader led
- Alternate – cross grade – power share
- Staff profiles
- Use of intranets for visibility
- Lanyards, laces, badges, cheap, easy win
- Diversity champions, sharing learning across the country
- Having a plan/vision/aim benefits not features)
- Needs to be employee led (HR support only)
- Confidential staff helpline
- Raising awareness of language
- Socials – be aware of venues (religion/culture)
- Using the network to work with businesses
- Diversity training for new staff
- Keep going! Interest will grow!
- Celebrating a Charity
- Getting in outside speakers

Question 2
Steering group – leader led
↳ alternative → 3 Cross grade – power share.
Staff profiles
Use of intranets for visibility
Lanyards, laces, badges → cheap, easy win.
Diversity champions sharing learning across the country.
Having a plan/vision/aim. (benefits not features).
Needs to be employee led (HR support only)
Confidential staff helpline.
Raising awareness of language.
Socials – being aware of venues (religion-cult)
Using the network to work with businesses.
Diversity training for new staff.
Keep going! Interest will grow.
Celebrating a charity.
Getting in outside speakers.

Group 5

M/E Feedback

- Role Model really useful to enable others
- Supporting role behind the scenes, natural connections
- Sponsor support critical – LGBT Membership
- **More Visibility**
- Rainbow mugs (5%)
- Business Cards
- Reception – Signing up to movement – Stonewall supporter
- Asian Community – Role Models essential for comfort/confidence
- Advertise Events/make accessible and inclusive
- **ALLIES – WE LOVE THIS WORD!**
Critical to engage/identify
- Tiny things work if they are clever!



Group 5

- Networks
- Smaller organisations need to build external networks to build

Capacity

Need a budget

Need a tool, eg forums (electronic) to communicate

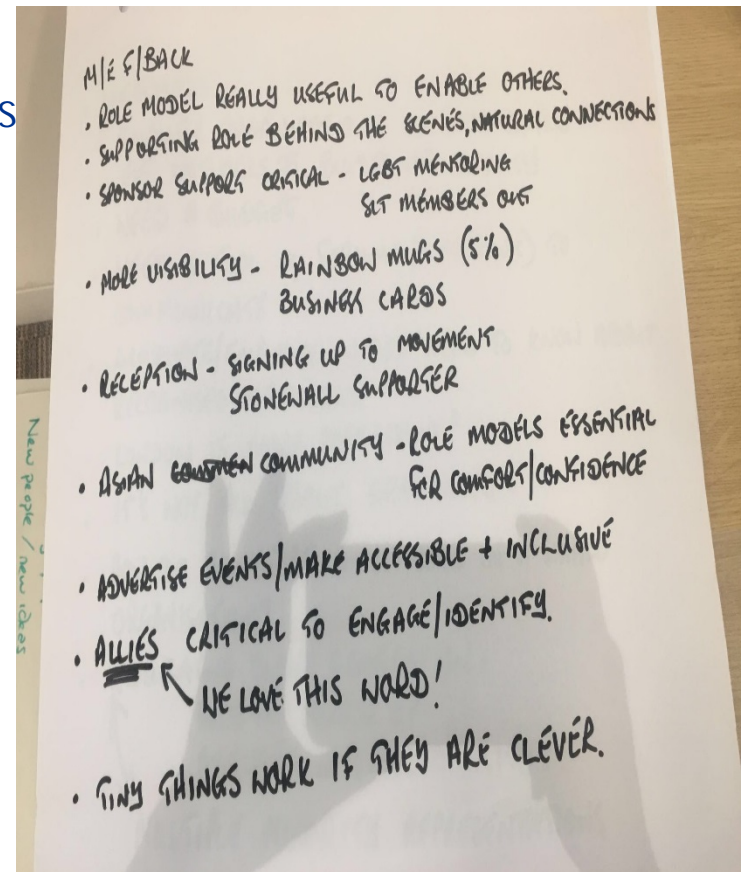
Graduate/employee intake need to know about recognised networks

London is more progressive?

It's not all about Graduates!!!

How do you start a network in a small organisation?

- Educating the older generation
- Hold the mirror up
- Highlight intersectionality
- Multiple Minority representations
- Minority Group Representation is a great start!



The most useful thing you have learned tonight

The power of networking / communication

Purpose and usefulness of events is key – think about audience outside your steering group

Getting Allies on board is key!

Small actions = Big difference

Good to hear all the commonalities amongst the networks

More rainbow/visibility mugs and lanyards in the office!

How to set up a network in my company

The most useful thing you have learned tonight

