

## LGBTIA GROUP UPDATE JANUARY 2018

As we look forward to the challenges and opportunities of the year ahead, we wanted to highlight some of the work that the S+W Lesbian, Gay, Bisexual, Transgender, Intersex and Allies (LGBTIA) group undertook in 2017 and our key priorities for 2018.

### 2017 in review

Throughout 2017 we worked together with like-minded organisations to arrange a series of successful networking events. The aim of the events was to provide an informal setting for members of the LGBTI community and their allies to discuss key issues that face them in the workplace. This culminated in a successful event in May at our offices in Edinburgh where we were joined by a broad range of speakers and representatives from the private, public and charitable sector.

In October our Glasgow office hosted an inspirational presentation from Allison Ewing of Mermaids UK, an award-winning support group dedicated to raising awareness of gender non-conformity in children and providing support to parents, teachers, social workers and health professionals. The event was very well-received and made a memorable impression on many of those who attended.

Within the business, members of the LGBTIA group worked closely with our IT team to help establish an internal platform for employees to access information and exchange ideas relating to each of our employee focus groups. Members of each S+W focus group have also been provided with colourful themed lanyards (eg. rainbow for LGBTIA) which they may choose to wear in order to allow other employees to identify members of the group and increase the profile of our diversity and inclusion initiatives within the business.

The group has also worked hard to ensure that key dates in the LGBTI calendar have been recognised across the firm. To pick a few examples, all colleagues were reminded of the Pride events taking place in Glasgow, London and Edinburgh and red ribbons were made available to all staff for World Aids Day.

In our recruitment we have enhanced our selection and induction procedures to emphasise that diversity and equality lie front-and-centre as key principles and requirements of our business. We have also taken steps to ensure that our marketing and recruitment materials reflect the welcoming and inclusive workplace that we aspire to be.



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**LGBTIA  
FOCUS  
GROUP**



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## Looking forward to 2018

February is LGBT History Month and we are once again committed to marking the occasion. Our timeline of LGBT legislation for last year's legal theme was a particular highlight and we will hope to repeat that effort again for this year's themes of "When We Were Young" (in Scotland) and "Geography: Mapping the World" (rest of UK).

In 2018 we will also look to build upon our current programme of reverse mentoring. At present, some more junior members of our LGBTIA group meet regularly with S+W partners to share a coffee and exchange observations on diversity and inclusion from their contrasting perspectives. Building on the positive feedback that we have received, we will look to expand this initiative in 2018 to include members of our other focus groups.

We will of course continue to facilitate events throughout the year and mark key dates, such as Transgender Day of Remembrance (20 November) and the first official Pride event to be held in the city of Aberdeen (26 May). In addition, however, we are hoping to work more closely with our other focus groups to collaborate on joint events, including recognition of World Mental Health Day and Coming Out Day (10 and 11 October respectively).

We will provide updates throughout the year so please check out our website and social media channels if you'd like to find out more.

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