

Allies and Role Models: Part 1

Section 4: Allies and Role Models

This section comprises of 9 questions and examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models, then the individual actions they take. This section is worth 11% of your total score.

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

Allies

4.1 Does the organisation have a formal programme or initiative to engage all non-LGBT employees to become allies? A. Yes, as part of our LGBT employee network group

GUIDANCE: The programme should be a formal mechanism to engage non-LGBT people with LGBT equality.

Describe the allies programme or initiative:

A full member- HDUHB staff who identify as LGBT+

An ally- HDUHB staff who do not identify as LGBT+ but actively support the network

A friend- A member of staff within HDUHB who will help resolve problems raised in the LGBT+ staff network

Communication between Network members is facilitated by a dedicated email address with password access.

Upload a communication advertising the allies programme or initiative:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/110815974/kkN9QSKHNa/>

4.2 In the past year, has the organisation held internal awareness raising sessions, campaigns or initiatives specifically for allies which cover the following?

Tick all that apply

GUIDANCE: Content/activity should be tailored for non-LGBT people and run through mechanisms that engage allies. Content should cover all LGBT identities (lesbian, gay, bi and trans).

E. None of the above

Provide a date for Option A: (No response)

Provide a date for Option B: (No response)

Provide a date for Option C: (No response)

Provide a date for Option D: (No response)

4.3 Does the organisation enable allies to visibly signal their commitment to LGBT equality?

GUIDANCE: Examples include visual signals such as email signatures, badges, lanyards and mugs.

No

Allies and Role Models: Part 2

Allies

4.4 In the past year, which of the following activities have allies engaged in?

Tick all that apply

GUIDANCE: 'Helped organise' here, refers to allies taking an active involvement in the planning and execution of events. It does not mean allies simply turning up to events.

G. None of the above

4.5 Does the organisation support all non-trans employees (including lesbian, gay and bi employees) to become trans allies through training, programmes and/or resources?

GUIDANCE: Examples can include information booklets, programmes or training, but must focus specifically on being an ally to trans people. By non-trans, we mean people who do not identify as trans.

No

Allies and Role Models: Part 3

LGBT Role Models

4.6 Does the organisation support LGBT employees at all levels to become visible role models through training, programmes and/or resources?

GUIDANCE: Examples can include role model and information booklets, programmes or training, but must focus specifically on steps LGBT people can take to become active role models.

Yes

Describe the training, programmes and/or resources:

Role models - At the This is Me Conference a positive message was portrayed by the Chief Executives of both participating Health Boards (and other speakers) about “being themselves” at work and in doing so, acting as role models for others, particularly encouraging staff who identify as LGBT to feel comfortable about being themselves at work.

Our LGBTQ+ Staff Network,(while being supportive of LGBTQ+ staff and acknowledging that not all staff may wish to identify themselves as being LGB or trans* in the workplace, and respecting their right to confidentiality) anticipate that providing a secure LGBT employee network will help in supporting LGBT staff to be confident in being themselves within the workplace. In so doing, members will act as positive role models for others, thereby facilitating collaborative work towards a working environment free from discrimination, harassment and victimisation. This ethos is stated within the Terms of Reference for the Network.

4.7 In the past year, have any visible LGBT role models at board level from the organisation been profiled?

GUIDANCE: For information about what is meant by board level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

No

Provide the date on which this (No response)
profile was shared.

4.8 In the past year, have any visible LGBT role models at senior management level from the organisation been profiled?

Tick all that apply

GUIDANCE: For information about what is meant by senior management level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

E. None of the above

A. Provide the date on which this (No response)
profile was shared:

B. Provide the date on which this (No response)
profile was shared:

C. Provide the date on which this (No response)
profile was shared:

D. Provide the date on which this (No response)
profile was shared:

Allies and Role Models: Part 4

LGBT Role Models

4.9 In the past 18 months, has the organisation profiled visible role models from the following communities? Tick all that apply.

Tick all that apply

GUIDANCE: Within the profiling opportunity, the person's identity must be clear. It should not be left up to the reader or viewer to make assumptions.

A. Gay people or lesbians

C. Binary trans people (e.g. trans men and trans women)

Evidence:

A. Submit evidence where you have profiled the person/s in the last 18 months:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/110815974/rEHtUkSac0/>

C. Submit evidence where you have profiled the person/s in the last 18 months:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/110815974/lqOhcgCqlg/>

Dates:

A. Provide the date on which this 04/07/2019

profile was shared:

B. Provide the date on which this (No response)

profile was shared:

C. Provide the date on which this 04/07/2019

profile was shared:

D. Provide the date on which this (No response)

profile was shared:

E. Provide the date on which this (No response)

profile was shared:

F. Provide the date on which this (No response)
profile was shared:

G. Provide the date on which this (No response)
profile was shared:

H. Provide the date on which this (No response)
profile was shared:

I. Provide the date on which this (No response)
profile was shared:

J. Provide the date on which this (No response)
profile was shared:

K. Provide the date on which this (No response)
profile was shared:

Allies and Role Models: Part 5

The following question is not scored.

4.10 Does the organisation support all non-bi employees (including lesbian and gay employees) to become bi allies through training, programmes and/or resources?

GUIDANCE: Examples can include information booklets, programmes or training, but must focus specifically on being an ally to bi people.

Yes

Describe the training, programmes and/or resources:

Supporting non-bi staff to be allies –

☂ Membership of our LGBTQ+ Network is open to all lesbian, gay, bisexual, trans* and identified allies who are employees of Hywel Dda University Health Board who are committed to the aims of the group. One of the aims of the Network is to work towards eliminating LGBT discrimination and promoting equality of opportunity for all staff within Hywel Dda University Health Board. Discussions take place in a safe and supportive environment around issues relating to working within the Health Board as an LGBT identified person, enabling allies to better understand the issues and supporting them towards challenging homophobia/ biphobia/transphobia and discrimination by developing and promoting best practice.

The following question is not scored.

4.11 Does the organisation enable allies to visibly signal their commitment to bi and trans equality? Tick all that apply.

GUIDANCE: Examples include visual signals such as email signatures, badges, lanyards and mugs. These could display the bi and trans flags, or other symbols of support.

Bi equality

Trans equality