



Diversity Champions  
THE RAINBOW PROJECT

# Diversity Champions

## Rewarding Workplace Diversity

# The Rainbow Project

- ▶ For LGBT people & their families
  - ▶ Mental health & well being
  - ▶ Research & Policy
  - ▶ Relationships & Sexuality Education
  - ▶ Sexual Health Services
  - ▶ Advocacy
  - ▶ Parent & Family Support
  - ▶ Lobbying & Campaigns
  - ▶ Diversity Champions
- 

# Sexual Orientation in the Workplace

- ▶ 1 in 4 LGB people conceal their SO in the workplace
- ▶ 33% of LGB people don't know anyone else in their organisation who is LGB
- ▶ 27% of LGB people believe that their SO will have a negative impact on their chances of progressing at work

(McDermott 2011)

# Outstanding In Their Field

(Including Trans\* Participants for the first time)

- ▶ 1 in 5 LGB&/T people were not 'out' to anyone in their workplace
- ▶ 1 in 4 people believed their sexual orientation/revealed gender identity and/or expression would have a negative impact on their ability to progress at work.
- ▶ LGB&/T people living in a rural area were twice as likely to believe this would be the case than their counterparts living in an urban area. (O'Doherty 2016)

# Diversity Champions

- ▶ Unique membership programme and Diversity Champions network
  - ▶ First and only programme supporting employers on LGBT equality in Northern Ireland
  - ▶ Bespoke programme developed in partnership with employer and The Rainbow Project
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# Diversity Champions

- Promotes best practice in ensuring LGBT people can be themselves and open about who they are in employment
- Supports organisations being recognised as having robust policies, practices and positive workplace culture



Pinsent Masons



**Allstate.**

Northern Ireland



**CONCENTRIX**

A Business Services Company

**EY**

Building a better  
working world



Public Health  
Agency

LLOYDS  
BANKING  
GROUP



**ALLEN & OVERY**





Public Health Agency  
Greening the City  
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THE RAINBOW CHAMPIONS

### Powering Workplace

Supporting employers  
across Northern Ireland  
experience the business  
benefits of diverse  
LGBT people and



@DChampions

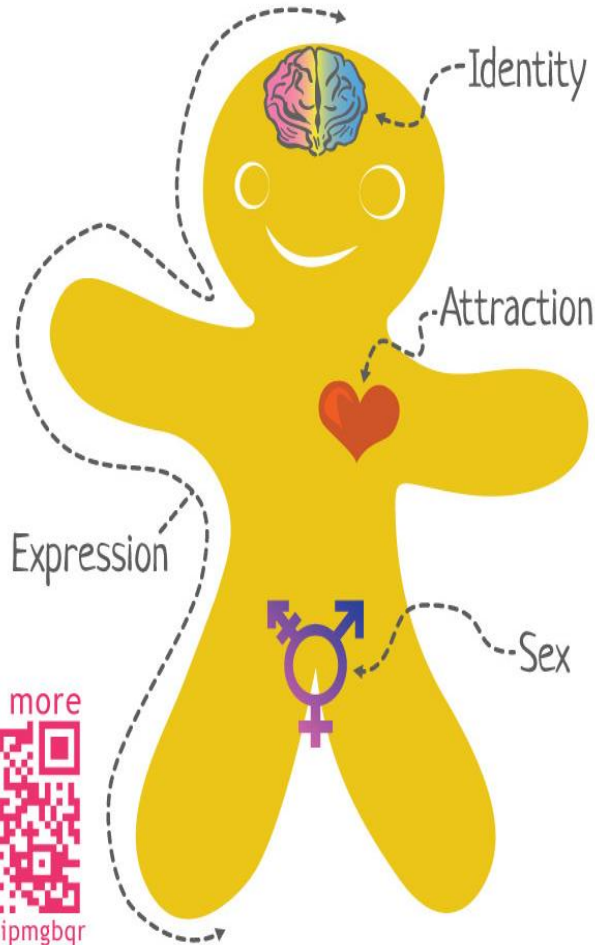
Find us on  and 

[www.diversitychampions.org](http://www.diversitychampions.org)



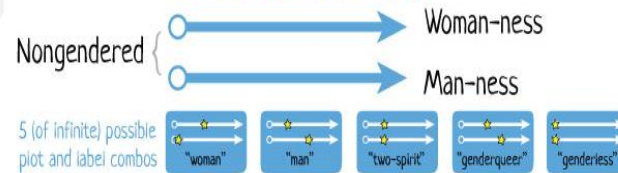
# The Genderbread Person v2.0 by its pronounced METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.

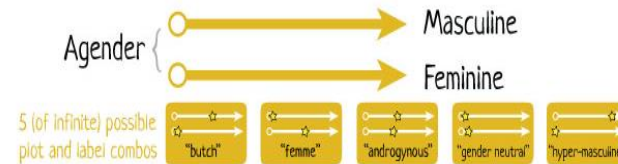


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[bit.ly/ipmgbqr](http://bit.ly/ipmgbqr)

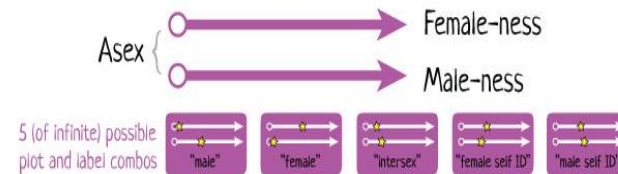
## Gender Identity



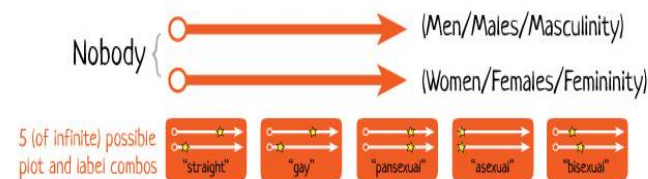
## Gender Expression



## Biological Sex



## Attracted to



Does gender and sexual  
orientation having anything to do  
with our jobs?

We bring our sexual orientation  
and our gender  
identity/expression and our  
assumptions and bias about  
those areas of identity to work  
with us



# Exploring Bias & Assumptions At Work

- ▶ Assumptions of heterosexism
- ▶ Gender stereotyping and presumed cisgender identity



# Seminars

- ▶ LGBT Role Models at Work
- ▶ Attitudes & Culture Change To Support Non-Binary Staff
- ▶ Faith & LGBT Conversations in the Workplace

# Training Packages

- ▶ Why Diversity & Inclusion?
- ▶ LGB&/T Inclusion at Work
- ▶ LGB&/T Role Models Coaching

# In the workplace

*“I would love to feel comfortable talking about my partner the way straight people talk about theirs. They don't even have to think about it.”*

***Anonymous Participant***

*'Due to staff members and management being unable to accept my transition I was laid off after 17 years by a compromise agreement. I feel I cannot apply for other jobs in the same sector as it is not pleasant for trans people.'*

**Scottish Trans Alliance 2012**



# 10 Steps to Inclusion

- ▶ Equality and Diversity Policies & Statements
- ▶ Anti Bullying and Harassment Policies
- ▶ Family Friendly Policies
- ▶ Specific Trans Inclusion
- ▶ Consult
- ▶ Communicate
- ▶ Network Support Group
- ▶ Demonstration of Support
- ▶ Training
- ▶ Monitoring Sexual Orientation
- ▶ Equality Action Plan



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# Why establish an LGBT Staff Support Network

- \* Increase in staff confidence
- \* Enhances organisational reputation
- \* Demonstrates compliance with the law
- \* Contributes to the personal and professional development of staff
- \* Contributes to the cultural, institutional and practical development of the organisation
- \* Improves organisational communication with and between staff

# Upcoming Events

November

- ▶ Trans Equality Seminar – Equality Commission
- ▶ TDoR Commemoration – Belfast City Council

December

- ▶ Winter Mixer for LGB&T Professionals and Staff Networks

February

- ▶ LGBT History Month – Citibank

May

- ▶ NI LGBT Awareness Week

August

- ▶ Pride Mixers & Fundraisers
- 

# Globe – Deloitte

1000 members across UK & Switzerland

‘Creating an open, respectful environment where LGBT employees can be themselves is the responsibility of everyone in the workplace , not just those who identify as part of a particular minority group. Becoming an ally of a diversity network is a fantastic learning experience that offers great insight into a perspective different from your own’

**Sharon Thorne Executive**



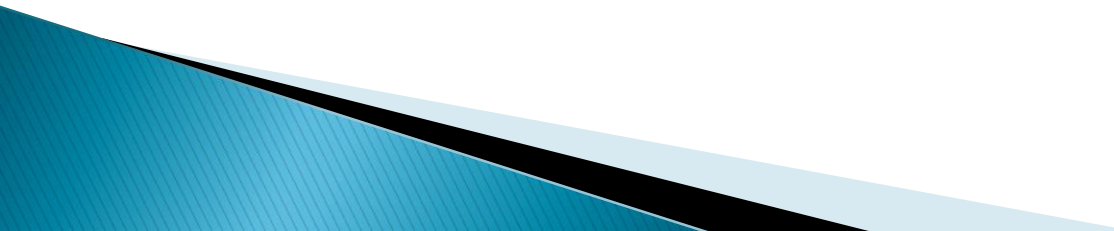
# Diversity Leads To Perspective

My experience of my gender has been unusual and multifaceted. I find this helps me to feel comfortable looking at situations from different perspectives and exploring possibilities which others may overlook. I'm not scared to be an innovative thinker or to speak up about my ideas.

**Scottish Trans Alliance Member**



# Why should global organisations join locally?

- ▶ Showing business and civic support for local NI staff and NI LGBT community and their families
  - ▶ Driving forward NI staff culture change and using local insight and expertise to deliver policy and facilitate understanding and conversation.
  - ▶ Joining local membership and networks
  - ▶ Opportunities for sponsorship and profile at events
  - ▶ Opportunities for demonstrating own best practice
- 



# Northern Ireland

- ▶ Political/religious influence
  - ▶ Oppressive experiences of LGB&/T people in work and beyond addressed by workplace initiatives
  - ▶ Global/national/local businesses investing locally to support NI community
  - ▶ Journeying beyond equality and risk mitigation culture to lead inclusion and diversity culture in the workplace that instigates wider social and civic change
- 