

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:

The LGBT+ Staff Network promote throughout the year our LGBT+ Allies Programme, for example during LGBT History Months in February and Equality, Diversity and Human Rights Weeks in May the Network Group promotes the Allies Programme. This has involved members of the LGBT+ Staff Network holding an event in the Trusts main hospital atrium promoting the programme. Straight employees are provided with information about the programme and why Straight Allies are important. Hundreds of members of staff have now signed a personal pledge using their own words to describe why 'I am an Ally because.....' Photographs are taken and will be used for further promotion of the programme. Each staff member who signed up was given a circular rainbow badge to demonstrate that they are Straight Allies and that they support LGBT+ equality in the workplace. We have also taken advantage at the 2018 Nursing Conference to sign up more allies, this was particularly well supported as the event heard from a trans patient about their experiences in hospital and we promoted the introduction of our Trans Policy. We have profiled one of our LGBT+ Allies in our Role Model interviews, which has been shared across the Trust via our communications and is available to view on our Trust intranet page.

Upload a communication advertising the allies programme or initiative:

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

<https://stonewallsubmit.fluidreview.com/resp/111493134/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).

A. The importance of allies

B. Discrimination towards LGBT people

D. Actions they can take to be effective allies

Provide a brief description of the content you have uploaded:

For A, we have uploaded the Straight Allies Role Models interview which has been shared across the organisation, originally shared during 2018's IDAHO, it has been reissued several times since. For D, the information included is the Allies promotion poster, which includes photos from an Allies pledge signing event, which was sent out in late 2018 and is, as is the role models interview available to read on the Trust Intranet page. In September we will be launching the Rainbow Badge Project, which is a national NHS Project to show that by wearing a rainbow badge that UHNM is an open, non judgemental and inclusive place for people who identify as LGBT (adults and young people and their families). The badges are awarded upon the voluntary completion of a pledge which outlines the reasons why they are needed - that LGBT+ patients continue to face inequalities in their experience of NHS healthcare, and how through wearing a badge, which is a responsibility and an opportunity to send a positive message of inclusion. The Rainbow Badge Project will be launched at our Trust AGM on 4th September 2019, but shared through our internal and external communications already.

Upload content covering option A:

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

<https://stonewallsubmit.fluidreview.com/resp/111493134/idH7rHFTkw/>

Upload content covering option B:

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

<https://stonewallsubmit.fluidreview.com/resp/111493134/CuRhaaxGjs/>

Upload content covering option D:

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

<https://stonewallsubmit.fluidreview.com/resp/111493134/EldupEXszl/>

Provide a date for Option A: 01/02/2019

Provide a date for Option B: 04/09/2019

Provide a date for Option C: (No response)

Provide a date for Option D: 01/02/2019

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.

Yes

Describe how allies can visibly signal their commitment to LGBT equality:

UHNM Straight Allies wear a circular rainbow pin badge to attach to their lanyards to demonstrate that they are a Straight Ally and support LGBT+ equality. On 4th September we will also be launching the NHS Rainbow Badges as part of the Rainbow Badge Project across the Trust. In both programmes Allies sign a pledge to demonstrate and explain why they support LGBT+ equality and their commitment to being an Ally.

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.

- A. Participated in LGBT network group activities

- B. Helped organise a lesbian, gay and bi equality awareness raising event

- D. Recruited other allies

Describe the activities selected. Please include specific dates or time periods.

A. Participated in LGBT network group activities	We have several straight allies, including our executive sponsor for the LGBT+ Staff Network who attend our meetings, and who have been involved in our Allies programmes. One of our allies took part in our LGBT+ Role Models interviews about her role as an LGBT+ Ally and the importance of the role and why allies are needed, which has been shared through our internal communication channels and is available on the Trust intranet.
B. Helped organise a lesbian, gay and bi equality awareness raising event	Our Allies have participated in our LGBT History Month events, Allies events, IDAHO awareness events and planning for and on the day presence at Stoke on Trent Pride. Our Allies have also participated in the UHNM Inclusivity video, along with other members of our Staff Networks.
D. Recruited other allies	Our Allies have manned a stand in our hospital atrium during LGBT History Month to promote our Allies programme and sign up new Allies. Our LGBT+ Executive Sponsor has written to the whole Board about the importance of allies while updating the board on our Rainbow Badge Project. She will be launching the Rainbow Badge Project with our Board in our Annual General Meeting on 4th September 2019.

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.

No

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

D. Non-binary people (e.g. genderfluid and genderqueer people)

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/111493134/rEHtUkSac0/>

D. 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/111493134/2QBzH0iDzn/>

Dates:

A. Provide the date on which this 28/02/2018
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 01/02/2019
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.

No

Describe the training, programmes and/or resources:

Type here...

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