

Comment / feedback on CYC joining Stonewall's Diversity Champions Programme:

Feedback received from LGBT groups

1. Aviva Pride
2. York LGBT Forum
3. Agape (railway chaplain)
4. University of York - LGBTQ network
5. York Pride

Comment 1:

Sounds good to me, only points would be:

- Make sure you get the most out of it – Stonewall hosts free seminars for diversity champions and you get discount rates on other events. Make sure you get people to them.
- The workplace equality index is a lot of work, make sure you save evidence of any work you've done throughout the year, so you have it all when submission time comes around

If you haven't seen it already, Stonewall can help you put your case together

http://www.stonewall.org.uk/at_work/qa_on_the_business_case/default.asp

Comment 2:

Absolutely should! It is an incredible programme and a necessity for leading businesses. I'm happy to be involved in any way I can as a member of the Welcoming City Group.

Comment 3:

I think that becoming a Stonewall Diversity Champion would be a feather in the cap of the CYC nationally and a big step in the right direction locally.

You have just gained "Excellence" in your Equality Peer Review so this would be a logical progression.

The CYC has shown its support for the York LGBT community, for the LGBT Forum, for Pride, for LGBT History Month, etc, and is concerned to see schools free from homophobic bullying, the streets free of hate crime and older people free of stigma and discrimination.

Becoming a Stonewall Diversity Champion would recognise CYC achievements so far and look towards those tasks still ahead.

Comment 4:

We have worked with Stonewall before, on their rainbow laces campaign to kick homophobia out of sport. So far we've found our experience with them to be positive and productive.

When we discussed this one of our meetings, the only concern that was raised was Stonewall's lack of provisions for transgender people. Stonewall recently announced that they would be working more to support trans people, however, this was only recently, and their track record shows a distinct lack of trans support and resources. We don't think this makes them a bad organisation or not worth partnering with, we just thought it would be helpful to point out that by joining with them, not all of the letters in the LGBT name are covered. There are plenty of local organisations though such as Action for Trans* Health and the Yorkshire Trans Support Network who can help to fill in the gaps.

Comment 5:

This is great news that you are considering this action, having such a big employer such as the council join the stonewall scheme would hopefully encourage others in the city to take similar action. With other companies such as Aviva and St John University already joined in the scheme (and doing very well) it could raise questions as to why the councils isn't involved!

So from us it's a resounding YES to joining the scheme.

Feedback from 4 CYC staff

- Offering staff peer support, would be one thing that could be offered. A number of staff could be trained & those members of staff when called upon could be released from work to support that

member of staff. Just like a union rep. would do. Just the fact that we would have this service would send out a clear message to everyone, that as a council we support our L, G, B & T workers.

- This is a lot of money to spend. Lots of businesses use this service to make it look like they are doing something for their L, G, B, & T staff, when really they are doing nothing but ticking a box.
- Clearly work for a department of the council that has a working equal opp. policy. Worked for the council for over 15 year of which some of that time has been supporting L, G, B & T young people. Have always been supported personally.
- Would be in favour of joining the above. The campaign has had a positive impact in schools and other settings. Young people moving into the job market should and would expect public sector employers to hold similar values, and to make this known.
- A bit ambivalent re Stonewall; it isn't the sort of group I would think to have actively been involved with myself. However I would support CYC joining up. This is mainly on basis that I think CYC still needs to do more (and do it more often / more consistently).
- Think that joining this would help provide a framework re doing 'more' and knowing that what we are doing is seen as good practice, also if we need to do things to 'tick boxes' to join up this itself would mean we have probably improved some things.
- In regards to the stonewall champions proposal to be considered at the leaders decision session this month I would like to voice my support for the proposal. The stonewall programme is an excellent example of best practice and would send a positive message to the LGBT community about CYC commitment to a diverse and inclusive workplace.
- Whilst stonewall is an excellent organisation it has sometimes focused sometimes on the concerns of the gay community to the exclusion of the wider LGBT community. Advise that we should consider how we promote the wider LGBT through this.