



NETWORK PRINCIPLES

Aim

The Prism Employee LGBTI+ (Lesbian, Gay, Bisexual, Intersex and more) Network has been established as part of the [diversity champions framework](#) in support of our [Equality and Diversity commitments](#) of:

- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity and improving the diversity make up of our workforce.
- Raising employees' awareness of equality and diversity and the inclusivity of our organisation.

The purpose of the network is to provide peer support to LGBTI+ colleagues, raise awareness of LGBTI+ issues in the workplace, raise awareness of Glasgow City Council as an LGBTI+ employer of choice and where appropriate assist services to consider how they deliver their service to Glasgow's LGBTI+ community. The network will also work with other Glasgow City Council employee networks and LGBTI+ networks from external organisations to support its activities and achievement of the wider equality and diversity agenda. The network provides a positive, supportive environment enabling members to relate to one another first and foremost as individuals. The group will review its activity and approach on a regular basis.

Sponsor, membership and co-ordination

The Leadership Sponsor is Colin Crawford, Head of Inclusion, Education Services. The network is:

- Open to LGBTI+ employees;
- 'Straight Allies' who support their LGBTI+ colleagues with an expectation that they agree to and live by the network's principles;
- Co-ordinated by:
 - Mark Chatham, Financial Services (mark.chatham@glasgow.gov.uk)
 - Kerry Hindley, St Andrew's Secondary School (gw15hindleykerry@glow.ea.glasgow.sch.uk)
 - Scott Mowat, Gowanbank Primary (smowat@gowanbank-pri.glasgow.sch.uk)

Frequency of meetings/events

The network aims to meet on at least a quarterly basis; meetings will take place mostly in the evening. The Council's recognised communication channels, such as Connect, will be used to promote the Group and publicise events. The Knowledge Hub may be used as a secure environment to communicate information there will be use of social media, including Facebook and Twitter to post updates, links to various research, articles and news items. Members can use these mechanisms to connect with others and exchange ideas in line with our [social media guidance](#).

Topics/themes

The network will use information from LGBTI+ organisations to facilitate events and discussions. Relevant internal and external speakers will also be sourced where possible. Network members will also provide a source of input and suggestions for topics.

Confidentiality

Members are encouraged to share real issues in a safe environment; confidentiality and trust are key aspects of the Group.

Communication

Members should commit to share openly and honestly, to offer helpful insights, ideas and alternative perspectives/approaches. It's important to listen with empathy and to 'listen to understand' (rather than 'listen to respond') and not to judge others' choices or experiences.

Commitment

Members are asked to invest in the success of the Group and are encouraged to participate and to give others the space to participate but no-one will be under any pressure to share. Questions, discussion and reflection will be encouraged. Attendance is optional however members will be asked to confirm attendance to the co-ordinators in advance in order that the appropriate arrangements for meetings can be made.