

Prism Priorities & Events 2018



Our story so far...

Prism, the Council’s Employee LGBTI+ Peer Support Network, was launched in February 2017 as part of our Diversity Champions Framework in support of the Council’s Equality & Diversity Commitments. The network provides peer support network and encourages an open exchange of ideas and information with a purpose of raising awareness of LGBTI+ issues in the workplace, raising the profile of the Council as an LGBTI+ employer of choice and where appropriate assist Council services to consider how they deliver services to the LGBTI+ community.

During the first year our membership has grown, we’ve held several events with the highlight being over 30 members representing the organisation at Glasgow Pride 2017, we’ve also worked hard to raise awareness of the network and make connections with other LGBTI+ networks across the city.

Our Priorities for 2018

Our membership survey identified the network’s principles, we also asked members what the priorities for the network should be and we used this as a baseline for our activities, we are continuing with these priorities in 2018 and will carry out a member survey later in the year to gain feedback on activities and understand future priorities. We also work with Corporate HR and have input to the Council’s Equality Outcomes from an LGBTI+ employment perspective. This ensures we’re providing activities in response to our member’s needs and gives us an input to the overall Council position. Based on both of these, ***we have determined the following priorities for 2018:***

	Detail	Why they’re priorities
Equality Outcome Priorities the network will input to:	1. We will encourage employees to disclose demographic information by raising awareness of why this information is collected and how it’s used.	It’s important for the organisation to understand the make-up of the workforce. As the gathering of data on sexual orientation only started recently the non-disclosure rate is high we will promote and provide opportunities for members to update their personal data.
	2. The Council will review its recruitment practices in relation to unconscious bias and develop an action plan on findings.	External research shows that discrimination against LGBTI+ at recruitment happens, we will have input to this activity from an LGBTI+ perspective with an outcome of reducing this as much as possible.
	3. The Council will introduce dedicated telephone assistance helplines for employees who are Carers, have a disability, are LGBTI+, are Black or minority ethnic or women in the workplace.	We understand that LGBTI+ employees may face issues at work and it’s important that we provide all the support we can. A dedicated telephone line will allow provide confidential support and allow the organisation to identify at high base level the particular issues LGBTI+ employees are facing.
	4. The Council will further develop its Diversity Champions model across all protected characteristics to showcase employee equality and diversity in the organisation.	The establishment of the network is an outcome of the Diversity Champions model. We will work with Corporate HR and colleagues from other networks to further grow the model with our input being for LGBTI+ and linkage between other networks.

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Specific Prism Network Priorities	5. Prepare for and take part in Glasgow Pride 2018 building on last year's success.	Feedback from our post launch survey showed that taking part in Pride Glasgow was of real importance to members. We will build on last year's event to ensure increased awareness of the organisation as an LGBTI+ employer of choice.
	6. Provide a variety of opportunities for peer support including speakers, workshops, learning and social events.	Members advised us in the post launch survey that these are the types of activity they would like to see the network provide. Our 2018 events summary shows what we are providing to meet this.
	7. Work to promote equality for LGBTI+ employees across the organisation.	We have had input to equality outcomes which specifically affect LGBTI+ people and we will work to ensure achievement of these. We will also be available to the organisation as a point of contact in relation to LGBTI+ equality issues (for example - general consultation as a group of LGBTI+ employees or input to impact assessments).
	8. Work with our other internal and external partners to progress LGBTI+ equality.	We will work collaboratively with our colleagues across the organisation and the city to promote equality and diversity. In particular the Council's other Employee Peer Support Networks, external lean in groups and organisations which support our cause.

Our 2018 Events

We have developed the following calendar of events to meet our priorities for the year:

Summary	To meet priority
<p>January 19th – Social Get Together</p> <p>Our social events provide members the chance to network and get to know each other in a relaxed, informal environment. Look out for venue information on Connect and our social media.</p>	6
<p>March 20th – Attitude Pride Award Winner Natalie Scott</p> <p>Natalie is something of a celebrity on the Glasgow scene. The Attitude Pride Award winner 2017 helps to raise money for various charities through raffles and by hosting a popular tombola for the city's Gay Ball every year. But having been dealt more than her fair share of trauma and bad luck over the years, Natalie's confidence as a trans woman hasn't come easily. Recalling her childhood, Natalie says: "I don't think I was aware I was trans; I was aware I was different." "From the age of three, I would take any opportunity to clump around the house in her high heels," she recalls. "I never really dressed up in front of people, other than my mum. She thought it was just a game and I did too, to be honest."</p> <p>Come along and hear from Natalie how she has overcome her life's traumas to become the person she was meant to be.</p>	6, 8

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May 16th – Speaker Event – Hugh Torrance, LEAP Sports Hugh is the Executive Director at LEAP Sports Scotland who work for greater inclusion for LGBTI people in sport and against homophobia, biphobia and transphobia in a sports context. They are committed to breaking down the structural, social and personal barriers which prevent LGBTI people across the country from accessing, participating and excelling in Scottish sports.	6, 8
June 15th – Social Get Together Our social events provide members the chance to network and get to know each other in a relaxed, informal environment. Look out for venue information on Connect and our social media.	6
July 14th & 15th - Pride Glasgow 2018 Building on last year's success, we will again be participating in the parade as part of Glasgow Pride 2018 event on Saturday 14 th July. We will use this opportunity to protest, celebrate progress and to promote GCC as an inclusive employer.	5
Hate Crime Awareness Week Event (14th – 21st October) Working with our partner employee peer support networks, as well as internal and external organisations, we will host an event to raise awareness of Hate Crimes and promote activity for Hate Crime Awareness Week.	6, 8
November 8th – Speaker Event TBC Event info TBC	6, 8

Contact or connect with us

The network's Leadership Sponsor is Colin Crawford, Head of Inclusion, Education Services. Mark Chatham, Financial Services, coordinates the network's activities and events. Kerry Hindley and Scott Mowat of Education Services also assist.

You can find out more what we're doing on [Connect](#) or contact us at prism@glasgow.gov.uk. You can also follow us on Facebook, Twitter and Instagram [@gccprism](#). We have a secure Facebook group for members to communicate and have input to the network – if you'd like an invite to this group, just drop us an email.