

Supporting LGBT+ People in the Workplace 2017

Event to be held in Central London (Zone 1) | 19th October 2017

11.00	Chair's Introduction ⇒ <i>Richard McKenna, Director, Inclusive Employers</i>
11.15	Legal Context <ul style="list-style-type: none">• Outlining the government's commitment to protect LGBT staff from discrimination• Employers' legal duties to their LGBT staff; legislative and legal developments
12.00	Culture Change <ul style="list-style-type: none">• Encouraging a shift in thought for all employees• Discovering the root cause of discrimination and tackling it at the source• Creating a culture where people feel they can be open about their sexuality• The role of senior leadership• Measuring progress and overcoming obstacles to collecting data ⇒ <i>Rachel Williams, Diversity and Inclusion Lead, House of Lords</i>
13.00	Networking Lunch
13.45	Recruiting & Retaining LGBT+ People <ul style="list-style-type: none">• Removing barriers which prevent LGBT people from entering your workforce• Encouraging and supporting employees when they are open about their sexual orientation• The establishment of the LGBT 'ally' role• Overcoming the stigma and assumptions of being an ally• The approachability of middle managers when issues arise• The role of staff networks in establishing a positive atmosphere at work ⇒ <i>David Pearson, Director of Global Inclusion & Diversity, KPMG</i> ⇒ <i>Bernard Reed OBE and Terry Reed OBE, Trustees, Gender Identity Research and Education Society (GIREs)</i> ⇒ <i>Sean Russell, Director - getoutstayout.org.uk</i>
14.45	Workshop with Inclusive Employers <ul style="list-style-type: none">• Attend this practise based workshop to gain practical insight into a key issue surrounding supporting LGBT+ employees
15.30	Event Close

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