

From: [REDACTED]
To: [REDACTED]
Subject: Follow-up
Date: 02 August 2023 12:09:40

Hiya [REDACTED],

Lovely chatting just now.

As promised, here's that additional info:

For Proud Employees, email their inbox with your advert. It takes about 5 working days for them to get back to you. Proud.Employers@stonewall.org.uk.

I've attached the Securing Senior Buy In resource here.

Here's that Section 7 Feedback:

Ensuring that your supply chain processes are LGBTQ-inclusive helps advance equality beyond your four walls. It also helps prevent your staff and the public from experiencing discrimination in their interactions with your suppliers.

It's great to see that you require suppliers to comply with your policies. As a next step, we would recommend extending this work by reviewing the provisions suppliers have in place themselves. This could include foundational policies, like their anti-discrimination policies, or their wider diversity and inclusion strategy.

It was unclear from the submission if you require potential suppliers to make improvements where they don't meet your expectations around LGBTQ+ inclusion. Having clear, consistent processes for requiring improvements – for example, by agreeing tangible goals and timeframes for improvement – is a robust way to embed LGBTQ+ inclusion in your supply chain.

Looking at your engagement with existing suppliers, it would be helpful to understand in more detail how you include a broad diversity and inclusion slot in contract monitoring meetings. It may be helpful to explore whether this is in place for all contracts as standard and what specifically is discussed.

We would also encourage you to explore other types of engagement with existing suppliers. For example, you could consider holding joint LGBTQ+ diversity and inclusion training with your suppliers or invite key suppliers' employees to take part in PRISM events.

If you need anything, give me a shout.

Best,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Join us for the Stonewall Equality Dinner - an unforgettable evening in support of LGBTQ+ progress](#)

Stonewall Equality Diner



Website:

www.stonewall.cymru



Llinell wybodaeth / Info Line:

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/ England and Wales) a / and
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Mae Stonewall yn falch i ddarparu gwybodaeth, cymorth ac arweiniad ar gynhwysiant LHDTC+; gweithio tuag at fyd lle rydyn ni i gyd yn rhydd i fod. Nid yw hyn yn gyfystyr â chyngor cyfreithiol, ac ni fwriedir iddo gymryd lle cwnsler cyfreithiol ar unrhyw bwnc.

Mae'r e-bost hwn yn gyfrinachol a gall gynnwys gwybodaeth freintiedig. Os nad chi yw'r atodiad, gall fod yn anghyfreithlon i chi ddarllen, copïo, dosbarthu, datgelu neu ddefnyddio'r wybodaeth fel arall yn yr e-bost hwn. Os nad chi yw'r derbynnydd a fwriadwyd, rhowch wybod i ni ar unwaith.

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

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