

Engaging LGBT Allies

The why, the what and the how

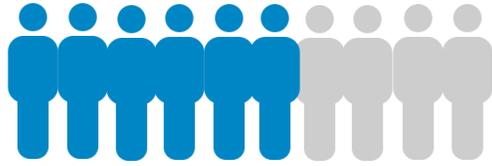


Hannah Bernard, Head of Mortgages, Barclays UK

"I believe that no one should ever have to choose between a career we love and living our lives with authenticity and integrity"

Out & Equal Executive Director, Selisse Berry

Why?



62% of students who were out at Uni **go back into the closet** when they start work.
(OUTstanding survey 2015)



51% of LGBT people are **not open to colleagues about their sexual orientation**
(TUC survey 2017)



A third of LGBT employees have been harassed or bullied at work
(TUC survey 2017)



42% of trans people are **not living their preferred gender role** for fear of it threatening their employment status
(Stonewall)

What?

"Imagine being worried that people will judge you simply because of the person you love, or the gender you identify with. I can't imagine not being able to come into the office and talk about what I did on the weekend. I can't imagine not being accepted for being me. At Barclays, we aim to have a workplace where everyone feels confident about bringing their whole self to work and excels on their merit."

Michael Roemer,
Group Chief Compliance Officer and
Executive Sponsor of the LGBT agenda

Where everyone is welcome, anything is possible

We embrace colleagues and customers from all societies, cultures and communities as partners. Our Diversity & Inclusion strategy harnesses the power of diversity to drive innovation, improve the performance of our business, and deliver a sustainable and successful future. Our colleague Susan, who transitioned while working at Barclays, and her manager Patricia, are an important part of this, dedicating time to sharing their experiences and championing diversity.

Discover more about how we champion diversity at home.barclays

How...as a Group

Here at Barclays we embed our inclusive culture by:



Making our people feel valued and comfortable by bringing their 'whole selves' to work



Ensuring our leadership is diverse and representative of our employees and the communities we operate in



Recognising and rewarding inclusive leadership behaviours across Barclays



Reach

Focused on disability and mental health agenda



Embrace

Focused on multicultural agenda



Spectrum

Focused on LGBT agenda



WIN

Focused on the Gender agenda



Emerge

Focused on multigenerational agenda



Barclays Military Network (BMN)

Connecting colleagues with an interest in military services and veterans



Working Families Network (WFN)

Focused on working families

How...as a Leader



Here at Barclays we want our leaders to:



Raise the awareness of the Spectrum network and talk about the importance of Allies and encourage colleagues to get involved



Be visibly supportive (Example: lapel pins and lanyard)



Call out any non-inclusive behaviour



Be aware of some of the issues that LGBT team members may be facing.
Example: use gender neutral terms such as partner

How...as an Ally



We ask just three things from our allies:



Be Aware

Attend Spectrum network events and enjoy the diversity of people and thinking



Be an Advocate

Challenge any non-inclusive behaviour in the workplace that you observe



Be Active

Proudly display your tent cards and wear your lanyard, encouraging other colleagues to get involved with Spectrum

Network Allies – Hints and Tips

1. Make it visible, interesting and fun
2. Enlist a very senior ally to headline your first event
3. Register allies and maintain a mailing list
4. Review the network calendar and work out how many events you can realistically support and target from an Allies perspective - IDAHOBIT in May is an excellent call to action
5. Recruit Site Ally Champions to reinforce and support global/national events at a local level. Make it easy for them to support locally – provide materials and speakers
6. Connect Member Leads to Ally Leads to give them a support network



“Diversity is being invited to the party, inclusion is being asked to dance”

Verna Myers

Thank you



Help us to build a culture where everyone feels comfortable bringing their whole self to work.