



CREATING AN LGBT+ STAFF NETWORK TO EMPOWER EMPLOYEES

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Who Am I?

Why do I do it?

**Why is it
Important?**



Policing & LGBT+ What is our structure

- 43 Forces in England and Wales all with LGBT+ Networks
- Regional Oversight
- National Network
- National LGBT+ Action Plan
- Strong Partnership Links





What Have We Done?



Trans Awareness Videos

<https://vimeo.com/234012722/eaf516e3b7>

<https://www.youtube.com/watch?v=xI9ftz609KQ>

- Changes to Vetting Processes
- Trans Support & Guidance
- National Role Models Booklet
- Senior Leaders Conference
- SCC Familiarisation
- Online Support
- Multiple Blogs
- National website





How Does the Network Support Policing?



Perspective

Awareness

Feedback

Education



Challenges

- Trans issues
- Social Media
- “Tolerance” “Acceptance”
- Founders Syndrome
- SCC Familiarisation
- Time
- Increase Understanding



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What Works?

Allies

Stronger Together

Pride

Senior Champions

Don't Make Assumptions

Intersectionality

Rainbows





THANK YOU

