East of England Finance Re-launch LGBTQ+ Network

Chair – Maria Wheeler

HFMA, SDN, FSD Annual Conference – 22nd February 2023

About the Network…

Our Vision Statement

- "Develop a culture whereby all staff work in an environment where they can be themselves".

What can we achieve

- To bring people together

- Provide a safe place for open discussion

- Raise awareness and education on all areas of the LGBTQ+ Community

- Create network opportunities for support

- Develop a culture where people can be open about who they really are

- For all to have the opportunity to fulfil their full potential

Why is this important

Visibility

- Staff identifying as from the LQBTQ+ community in EoE 1-2%

- More recent surveys Suggests around 11% population is from the community

- In reality the figure is likely to be much higher

- Sections of the community more invisible e.g. Trans

Lack of Understanding

- What does it mean to be Gay?

- What are Trans people?

- Common misconceptions

Homophobia/Transphobia

- Noticeable, explicit e.g. physical abuse, name calling etc.

- Unnoticeable, caused by lack of understanding

- Leads to unintentional upset, harm or offensive

Re-launching the Network

Establishing Forums….

- Re-launch LQBTQ+ for all Staff working within the East of England Region

- Welcome our Allies - what they would like to see and understand better

- Monthly Network meetings – discussion forums

- Regular Webinars – Develop an annual calendar of events

Share ideas and materials…

- Link with Organisation Networks across the region

- Link with the National Networks – e.g One Finance Network

- Work with external partners, e.g Pride organisations, Stonewall..

Timetable

- Monthly Meetings - First Network event held 30th Jan

- Next Network Meeting 27th Feb

- Regular Webinars – Annual Calendar of events through 2023..

How can you help?

What you can do….

- Promote awareness of the network with your organisations

- To encourage or instigate discussion within your organisation

- Circulate material from the Network within your teams/organisations

Tell us……

- What would you like from the network?

- What further actions the network could explore?

Questions?