

Stonewall Leadership: Being an effective LGBT role model

At the *Stonewall Leadership: Being an effective LGBT Role Model* session at Stonewall's Workplace Conference, LGBT delegates came together to think about how they could step up as role models in their workplaces. At the end of the session, our role models were asked to complete the following declaration:

As an LGBT role model I am... and the one thing I commit to is...

We had such an overwhelming response, we cannot share them all here, but we have collected together the nine that most captured the mood of the day and which we hope will inspire you to continue striving to create inclusive workplaces.

As an LGBT role model I am only recently comfortable being out in the organisation after having a new manager who is openly gay, and the one thing I commit to is working with the LGBT staff network to progress and promote the role of 'ally' within my organisation.

As an LGBT role model I am standing up for the right to be free, and the one thing I commit to is to continue to be open, approachable to support and empower other LGBT colleagues.

As an LGBT role model I am open and approachable to my colleagues, and the one thing I commit to is sharing more about me as an gay individual with the people I work with.

As an LGBT role model I am happy and proud and visible, and the one thing I commit to is continuing to build links with USAF as part of RAF LGBT networks and supporting them.

As an LGBT role model I am visible, respected, make a difference, and the one thing I commit to is continue to progress LGBT issues by helping people to develop.

As an LGBT role model I am doing my best to inspire and empower people and be myself, and the one thing I commit to is making my force the best place it can be for LGBT staff too feel fully able to be themselves.

As an LGBT role model I am a facilitator, bringing people and resources together, and the one thing I commit to is getting more people to participate.

As an LGBT role model I am proud to be a visible in the company via my role, and the one thing I commit to is remaining authentic and talking to people to encourage their own authenticity and commitment.

As an LGBT role model I am proud to be out at work, and the one thing I commit to is being authentic, supportive and encouraging of other role models.

If you would like to spend more time exploring what it means to be yourself in the workplace and how you can be a more effective role model at work, Stonewall offers a one-day CPD-accredited LGBT Role Model programme. The programme offers people who identify as LGBT increased motivation, confidence and practical steps to become a visible and influential role model. The cost of the programme is just £300 + VAT per person for members of our Diversity Champion programme, and just £350 + VAT per person for non-members.

Upcoming LGBT Role Models dates can be found on [our website](#).

The programme can also be delivered in-house to groups of 12 to 36 including LGBT staff network group members. For further information or to book onto a course, please email leadership@stonewall.org.uk or contact **Michelle Booth** - 0207 593 3479