

The #ProudWork Sustainability Programme: Membership Services Guidance Notes

How will the programme support you and your business to succeed?

The #ProudWork Sustainability Programme is designed to empower your LGBTQ+ diversity, equity, and inclusion strategy.

Being part of our industry leading programme will provide you with a series of strategic tools and engagement to enhance your organisational progress. The programme will also provide you with a platform to contribute to the improvement of LGBTQ+ sustainability across the Financial and Professional Services industry.

Why is LGBT Great well positioned to support your business?

1. Specialist Financial and Professional Services industry focus
2. Aligned community building and talent empowerment focus
3. Data, evidenced based DE&I insights and advice
4. LGBTQ+ maturity focus, lived experience and understanding
5. Full employee talent lifecycle expertise and specialisation
6. Social sustainability and industry impact focus

What level of membership is right for your business?

LGBT Great offers you three levels of cost-effective membership for the #ProudWork Sustainability Programme which have been carefully designed and will support you in aligning to the level of LGBTQ+ maturity in your organisation.

Whether you are at the beginning of your LGBTQ+ journey, or in a business that is already very established and mature, access to the programme is proven to support businesses engage, enhance, and leverage their achievements further.

The three levels of membership are known as Essentials, Foundation and Core Leadership and our specialists are available to help you to understand which level is the right enhancer for your business depending on your organisation's LGBTQ+ maturity, priorities, and resources.

All of LGBT Great's worked is designed to help you connect your LGBTQ+ focus to other diversity and inclusion dimensions and in a way which engages effectively with intersectionality and non-LGBTQ+ talent.

What are the different levels of membership available to you?

Option 1: Essentials Membership – Establishing

The Essentials level of membership is designed for organisations that have an early, or basic level of LGBTQ+ maturity. The purpose of our Essentials membership is to enable members to establish buy-in and build organisational intent and understanding. The Essentials membership will enable you to participate in some aspects of the programme and to be associated with LGBT Great.

Option 2: Foundation Membership – Building

The Foundation level of membership is designed for organisations who are seeking to build and refine the foundations of an LGBTQ+ confident workplace. The purpose of Foundation membership is to enable you to assess every corner of your business and provide you with a gap analysis. As a Foundation member, you will benefit from all the features of Essentials membership, in addition to the following:

1. Access to our specialist workplace, policy support and best practice guidance.
2. Access to the iiBT (Inclusion Index Benchmarking Tool and our LGBTQ+ gap analysis).
3. Access to our Insights Training courses to support you engaging with your employees.
4. Eligible for discount on additional and complementary Careers and Advisory services.
5. Three job advertising slots on the LGBT Great Careers job board.

Option 3: Core Leadership Membership – Leading

The Core Leadership level of membership is designed for organisations that have achieved a foundational level of LGBTQ+ confidence. The purpose of Core Leadership membership is to partner with LGBT Great to spearhead inclusion across the Financial and Professional Services industry.

As a Core Leadership Member, we will support your business to enhance its external presence and help position your business as a LGBTQ+ leader in the market. You will also benefit from focused engagement with your senior leadership team through our Executive Sponsorship Council and work with industry peers and the regulators.

As a Core Leadership member, you will benefit from all the features of Essentials and Foundation membership, in addition to the 10 following membership benefits:

1. Headline partnership status of the #Proudwork Sustainability Charter (2024).
2. Access to our industry Executive Sponsor Council to help influence policy and practices.
3. Two insights training courses personalised to your diversity and inclusion networks.
4. A dedicated and featured advertising slot on the LGBT Great website (2 per year).
5. Annual feature and headline partner of the LGBT Great News Digest.
6. Annual feature in our thought leadership reports with Research Partner status.
7. 'In partnership' status in community building and awareness marketing and event campaigns.
8. Enhanced exposure in the Project 1000 Role Models and Allies programme.
9. Priority access to the Going for Great Mentoring Scheme with up to 5 participants.
10. Featured employer of the LGBT Great Career platform.

How will we tailor our approach based on the size of your business?

LGBT Great's account management delivery model and approach will be tailored to your existing LGBTQ+ maturity and the size of your business. For example, if you are a larger business, you will have the critical mass to build an employee resource group, whereas if you are a smaller business, your approach will be different.

For organisations at the start of their journey, we recommend engaging with your Executive Committee and your Board in the first instance to build engagement on diversity, equity, and inclusion issues.

How could you approach budget allocation?

- Some members choose to source the budget from multiple stakeholders and departments.
- For example, leadership, talent, HR, recruitment, DE&I, marketing, CSR, and front office.
- This approach helps to build a wider LGBTQ+ maturity approach across your business.
- A discount is available for multiple service engagement (Membership, Advisory and Careers).

How will we support your business?

- LGBT Great will provide you with access to a calendar of engagement and initiatives.
- You will benefit from four bespoke account meetings per year tailored to you and your needs.
- We provide you with access to 12 webinars and 4 F2F events for you and your employees.
- The membership platform provides you with access to industry peer communities.
- We will help you track and monitor the value of your membership with tailored reporting.
- You will benefit from discounts on other supplementary LGBT Great services.

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