

# Celebrating our LGBT+ past, present and future

## Past

## Present

## Future

### May 2019

RWT's Lesbian, Gay, Bisexual and Transgender+ Employee Voice Group (EVG) was set up. The group aims to support LGBT+ employees and work with the senior management team so that RWT is well informed about LGBT+ issues in the workplace.



### February 2021 (LGBT+ History Month)

We launched the RWT LGBT+ staff intranet pages to provide information on how to be inclusive of colleagues and patients. Rainbow flags were displayed at entrances across New Cross, West Park and Cannock Chase hospitals. Staff shared their stories.

### May 2021

We launched the 'rainbow badge scheme' (where staff can pledge to play an active part in showing openly that our Trust offers open, non-judgemental and inclusive support and care for all).



### June 2021 (Pride Month)

The pedestrian rainbow crossing was installed at New Cross Hospital. Catering teams showed their support by selling rainbow cookies. Staff encouraged others to be compassionate and understanding.



Simon Evans, Chief Strategy Officer, became the executive sponsor for the EVG (providing support for the group and helping to implement change across all levels).



### September 2021

We celebrated 'Pride in the NHS' week.

### Across 2021

We've shared a number of staff stories on our internal email bulletins including 'What's in a name?', 'Why do we march at Gay Pride?' and 'The trans experience'.

- 🚩 The EVG has 174 members
- 🚩 Rainbow badges (a sign of inclusivity) are currently being worn by 184 staff members
- 🚩 Staff members have access to yellow name badges where they can add their preferred pronouns
- 🚩 Flags are back and proudly waving outside the hospital sites
- 🚩 We have produced a special graphic to challenge 'jokey' stereotypes
- 🚩 The EVG is supporting with the development of a transgender policy for staff and patients (meetings are ongoing).



- 🚩 We are supporting a regional LGBT+ History Month event by hosting an online session on the topic of 'Educate Out Prejudice'. Here we will be privileged to hear from a former staff member about his experience of being a trans man and the barriers he has faced
- 🚩 We look forward to collaborative work with Walsall Healthcare NHS Trust's LGBTQ+ staff network
- 🚩 We will soon work alongside the regional LGBT+ staff network (across Birmingham and the Black Country) and support regional events such as Birmingham Pride 2022
- 🚩 LGBT+ awareness training will soon be made available for staff.

