

SPECTRUM
an LGBTI event by CS Local

Friday 28 February 10:00am – 16:00pm
Met Office, Fitzroy Road, Exeter, EX1 3PB.

09:30 - 10:00	Arrival & registration				
10.00 - 10.30	Event welcome & opening address				
10.30 - 11.05	LGBT History Month Sue Sanders, Schools Out UK & LGBT History Month				
11.10 - 11.40 <i>Pick one from 1A, 1B, 1C, 1D</i>	Session 1A Trans café and building a trans community in the University of Exeter Lena Worwood, Jasper Privett & Luca Wills <i>University of Exeter</i>	Session 1B Embedding your LGBT+ Network Dominic Houlihan <i>Intellectual Property Office</i>	Session 1C Bispace Astrid Crowley & Robin Tamblyn <i>Home Office, Rural Payments Agency</i>	Session 1D STALLS	
11:40 – 11:50	Comfort Break				
11:50 – 12:35 <i>Pick one from 2A, 2B, 2C</i>	Session 2A LGBTI+ Networking session (world café format)		Session 2B STALLS	Session 2C LUNCH	
12:40 – 13:10 <i>Pick one from 3A, 3B, 3C, 3D, 3E</i>	Session 3A Update from Stonewall and a Personal Perspective	Session 3B 2020: The Year of LGB&TI Inclusion?	Session 3C Queer Spaces in Straight Places and unpacking the QUILTBAG	Session 3D STALLS	Session 3E LUNCH

	Mandy McBain MBE <i>Stonewall</i>	Laura Shaw & Caroline Airs <i>Cabinet Office</i>	Tiger Strode <i>DWP</i>		
13:15 - 13:55 <i>Pick one from 4A, 4B, 4C, 4D, 4E</i>	Session 4A Sex, Drugs & Smear Tests Emma Dunn <i>a:gender</i>	Session 4B Bringing your Whole Self to Work Mitch James & Antonio Jordan <i>HMRC</i>	Session 4C Fight with Pride Caroline Paige <i>Fight with Pride</i>	Session 4D STALLS	Session 4E LUNCH
14:00 – 14:30	Priorities for LGB&TI Inclusion: 2020 and Beyond Jonathan Slater: Permanent Secretary & Civil Service LGB&TI Champion				
14:35 – 15:05 <i>Pick one from 5A, 5B, 5C</i>	Session 5A Housing for Older LGBT+ Communities Julie Musesoglu <i>Homes England</i>	Session 5B Intersectionality and LGBT+ Dr Edward He <i>Civil Service LGBT+ Network</i>	Session 5C Acas framework for positive mental health at work Abigail Hirshman <i>Acas</i>		
15:10 – 15:50	Panel Q&A Session with LGBTI+ Network Leads				
15:50 – 16:00	Closing remarks				

****See next pages for further details of each bookable session****



Spectrum: Details of sessions & speaker biographies

How it works

From 11:10 to 14:00 and 14:35 – 15:05 you have a choice of sessions to attend. Session choices must be booked in advance via Eventbrite.

As well as a choice of workshops / talks you can use sessions to take your lunchbreak or to visit the stalls in the marketplace.

Choice 1 - 11:10 – 11:40 Pick one from the following 4 options

Session 1A	Session 1B	Session 1C	Session 1D
<p>Trans Café and building a trans community in the University of Exeter</p> <p>Lena Worwood, Jasper Privett & Luca Wills</p> <p><i>University of Exeter</i></p>	<p>Embedding your LGBT+ Network</p> <p>Dominic Houlihan</p> <p><i>Intellectual Property Office</i></p>	<p>Bispace</p> <p>Astrid Crowley & Robin Tamblyn</p> <p><i>Home Office, Rural Payments Agency</i></p>	<p>STALLS</p>
1A	<p>Trans Café and building a trans community in the University of Exeter</p> <p>Lena Worwood, Jasper Privett & Luca Wills <i>University of Exeter</i></p> <p>About the session:</p> <p>It is very easy for trans people to feel alone and unsupported within the wider community because it is a small minority made up of people who are not always able to be open about who they are.</p> <p>We will discuss the Trans and Non-Binary Café and some of the ways in which we have been building links between student and staff populations to create opportunities to learn from our differences, a shared sense of community, and solidarity</p>		



	<p>Biographies:</p> <p>Lena, Jasper, and Luca are regulars at the University of Exeter Trans and Non-Binary café.</p> <p>Lena is a member of staff at the University and Trans Rep for the LGBTQ+ Staff Association. Jasper and Luca are active members of the student LGBTQ community</p>
1B	<p style="text-align: center;">Embedding your LGBT+ Network</p> <p style="text-align: center;">Dominic Houlihan <i>Intellectual Property Office</i></p> <p>About the session:</p> <p>Dominic will lead a discussion on how the IPO established and built a strong LGBT+ Allies network, moving over 350+ places in the Stonewall Workplace Index in less than 3 years. Along the way, Dominic will discuss the lessons the network has learnt and ideas on how to continue to grow and develop beyond your organisational boundaries.</p> <p>Biography:</p> <p>Dominic is the Director of People, Places & Services at the IPO. Dominic is also the co-founder and Board sponsor for the IPO's LGBT+ Allies' network iPride. Awarded the Stonewall Cymru Senior Champion Award in 2018, Dominic helped establish the South Wales LGBT+ Chairs Network bringing together public, private and third sector employers from across South Wales.</p>
1C	<p style="text-align: center;">BiSpace</p> <p style="text-align: center;">Astrid Crowley & Robin Tamblyn <i>Home Office, Rural Payments Agency</i></p> <p>About the session:</p> <p>BiSpace is an opportunity for staff to meet and discuss pertinent issues to the bi, pan, ace and other minority identity communities. Led by Bi+ Lead Astrid Crowley and Ace Lead Robin Tamblyn, this session will point to key bi and ace resources, and facilitate group discussions about key challenges, questions and experiences in these communities.</p>

	<p>Biographies:</p> <p>Astrid works in the International Directorate in the Home Office, focusing on Asia. As the Bi+ Lead in the Civil Service LGBT+ Network, she promotes bi+ visibility and inclusion for colleagues through events, campaigns, and by liaising with Civil Service diversity policy teams.</p> <p>Robin works for the Rural Payments Agency in Exeter. She was previously on the steering group for the DEFRA LGBA&T Network and is currently the asexual (ace) representative for the Civil Service Bi Space Network.</p>
1D	<p style="text-align: center;">Stalls</p> <p>A chance to visit our marketplace of LGBTI and allies stalls, comprising charities, organisations and networks that provide a range of information and support services in the South West.</p>

Choice 2 - 11:50 – 12:35 Pick one from the following 3 options

Session 2A LGBTI+ Networking session (world café format)	Session 2B STALLS	Session 2C LUNCH
2A	<p style="text-align: center;">LGBTI+ Networking Session (world café)</p> <p style="text-align: center;">Nick Frampton <i>CS Local</i></p> <p>About the session:</p> <p>Using the world café format we'll work together in groups to discuss what it's like to work in the Civil Service from the perspective of LGBTI+ staff, allies and colleagues and identify ways we can work together to support one another. A team of volunteers will facilitate the session and there will be some interesting stats and facts to prompt discussions.</p>	



	<p>Biography:</p> <p>Nick works for Civil Service Local in the South West, organising events for staff and citizens. He has worked previously for Pride Cymru; the organisers of Wales' largest Pride celebration, focussing on outreach within the LGBTI+ community in Cardiff.</p>
2B	<p style="text-align: center;">Stalls</p> <p>A chance to visit our marketplace of LGBTI and allies stalls, comprising charities, organisations and networks that provide a range of information and support services in the south west.</p>
2C	<p style="text-align: center;">Lunch</p> <p>Lunch is available to purchase at the Met Office café, onsite shop or you're welcome to bring your own packed lunch.</p> <p>You're welcome to visit the stalls as part of your lunch break if you have time.</p>



Choice 3 - 12:40 – 13:10 Pick one from the following 5 options

<p>Session 3A</p> <p>Update from Stonewall and a Personal Perspective</p> <p>Mandy McBain MBE</p> <p><i>Stonewall</i></p>	<p>Session 3B</p> <p>2020: The Year of LGB&TI Inclusion?</p> <p>Laura Shaw & Caroline Airs</p> <p><i>Cabinet Office</i></p>	<p>Session 3C</p> <p>Queer Spaces in Straight Places and unpacking the QUILTBAG</p> <p>Tiger Strode</p> <p><i>DWP</i></p>	<p>Session 3D</p> <p>STALLS</p>	<p>Session 3E</p> <p>LUNCH</p>
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3A	<p style="text-align: center;">Update from Stonewall and a Personal Perspective</p> <p style="text-align: center;">Mandy McBain, MBE <i>Stonewall</i></p> <p>About the session:</p> <p>Delegates will hear about the progress that the Military and the Defence & Security Sector has made in the last 20 years, with a reflection to Mandy’s own experiences in the Royal Navy prior to joining Stonewall.</p> <p>Biography:</p> <p>Mandy joined Stonewall in 2012 as the Client Account Manager for the Defence & Security Sector. Before Stonewall she served for 25 years in the Royal Navy, much of this time was before 2000 when the ban was lifted preventing LGB servicemen & servicewomen serving.</p> <p>In her role she continues to raise awareness of the importance of unconditional inclusivity and helps organisations understand the importance of empowering people to reach their full potential. She facilitates regularly on the Stonewall Empowerment Programmes, including those for Allies, LGBT Role Models and Trans Allies.</p>
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3B	<p style="text-align: center;">2020: The Year of LGB&TI Inclusion?</p> <p style="text-align: center;">Laura Shaw & Caroline Airs, <i>Cabinet Office</i></p> <p>About the session:</p> <p>2020 is the Year of Inclusion - find out what this means for the Civil Service; and hear about the national picture for LGB&TI Civil Servants.</p> <p>Biographies:</p> <p>Laura is a Diversity and Inclusion Expert Partner in the Civil Service Diversity and Inclusion Team. She works closely with other teams across government ensuring that diversity and inclusion is considered in all programmes of work. She is also leading on delivery of the 'Year of Inclusion 2020.'</p> <p>Caroline is the LGB&TI Policy Advisor in Civil Service D&I. She works closely with Jonathan Slater, the Civil Service LGB&TI Champion, and the cross government LGB&TI Networks to promote a culture within the Civil Service where LGB&TI Civil Servants feel included, safe and supported.</p>
3C	<p style="text-align: center;">Queer Spaces in Straight Places and unpacking the QUILTBAG</p> <p style="text-align: center;">Tiger Strode <i>DWP</i></p> <p>About the session:</p> <p>A session recanting success and failure in starting LGBT+ causes and activities along with a welcome atmosphere to allies to ask any questions in a non-judgemental space of sharing and learning. N.B. QUILTBAG is an acronym for 'Queer/Questioning, Undecided, Intersex, Lesbian, Trans, Bisexual, Asexual, Gay/Genderqueer.'</p> <p>Biography:</p> <p>My name is Tiger Strode and I've been an LGBT+ advocate since 2008: organising prides, protests, campaigns, vigils, cabarets, voluntary organisations and doing these across the globe. I'm non binary and pansexual and enjoy hand sewing and calling Bingo. I'm The LGBT+ Champion of my building and I've been a civil servant for 8 months.</p>

3D	<p style="text-align: center;">Stalls</p> <p>A chance to visit our marketplace of LGBTI and allies stalls, comprising charities, organisations and networks that provide a range of information and support services in the south west.</p>
3E	<p style="text-align: center;">Lunch</p> <p>Lunch is available to purchase at the Met Office café, onsite shop or you're welcome to bring your own packed lunch.</p> <p>N.B. You're also welcome to visit the stalls as part of your lunch break if you have time.</p>

Choice 4 - 13:15 – 13:55 Pick one from the following 5 options

<p>Session 4A</p> <p>Sex, Drugs and Smear Tests</p> <p>Emma Dunn</p> <p><i>a:gender</i></p>	<p>Session 4B</p> <p>Bringing your Whole Self to Work</p> <p>Mitch James and Antonio Jordan</p> <p><i>HMRC</i></p>	<p>Session 4C</p> <p>Fighting with Pride</p> <p>Caroline Paige</p> <p><i>Fighting with Pride</i></p>	<p>Session 4D</p> <p>STALLS</p>	<p>Session 4E</p> <p>LUNCH</p>
4A	<p style="text-align: center;">Sex, Drugs and Smear Tests</p> <p style="text-align: center;">Emma Dunn <i>a:gender</i></p> <p>About the session:</p> <p>Emma is the chair of a:gender, the cross-government network supporting trans and intersex staff across government. Emma will be raising awareness of intersex inclusion by telling her personal story. Emma is intersex and identifies as female, her pronouns are she/her.</p>			



	<p>Biography:</p> <p>Emma leads a:gender across the Civil Service to plan and deliver Trans and Intersex training. She is committed to transforming the workplace and increasing inclusion for Trans and Intersex staff across Government. Emma won a highly commended Civil Service Diversity & Inclusion award in 2018 for championing LGBTI Inclusion.</p> <p>As well as being the chair of a:gender, Emma is also a member of Assured, HM Land Registry's award-winning staff network for sexual orientation and gender identity. Emma lives in Preston with her husband.</p>
4B	<p style="text-align: center;">Bringing Your Whole Self to Work</p> <p style="text-align: center;">Mitch James & Antonio Jordan <i>HMRC</i></p> <p>About the session:</p> <p>During the session today we will be focussing on bringing your whole-self to work and looking at the barriers that can still prevent this from happening for our LGBT colleagues. We hope that all government departments will work together and support LGBT staff to be their true-selves while at work.</p> <p>Biographies:</p> <p>Mitch James: Equality Diversity and Inclusion lead in Wales for Customer Services Group, LGBT lead HMRC Wales and PRISM lead (the HMRC LGBT Group nationwide)</p> <p>I am responsible for delivering the department's policy on EDI across HMRC business units in Wales, I also lead on LGBT in Wales ensuring the department is a safe and welcoming place for all employees. I run workshops on EDI across the year and support colleagues in the West Midlands and the South West in delivering their EDI programmes.</p> <p>Antonio Jordan: Antonio works on the School and Outreach/Bex team. He is the LGBT+ Lead in Bristol and PRISM lead, ensuring that members of staff can to come to work in a safe environment and be who they what to be, creating a diverse and inclusive work place.</p>



4C	<p style="text-align: center;">Fighting with Pride</p> <p style="text-align: center;">Caroline Paige <i>Fighting with Pride</i></p> <p>About the Session:</p> <p><i>Fighting With Pride</i> is an anthology of ten remarkable LGBT+ service personnel who served in the British Armed Forces between WW2 and today. Caroline’s talk will reveal how their courage helped take the military from being openly hostile to LGBT+ service through to the lifting of a bar on LGB personnel in Jan 2000, and how all three services went on to become Stonewall 100 employers.</p> <p>Biography:</p> <p>In 1999, Caroline became the first openly transgender officer in the British Armed Forces. She flew eighteen operational tours in the RAF and pioneered trans inclusion in the military. Today she teaches helicopter tactics to European military crews, speaks publicly to inspire and raise awareness of transgender lives, and is Co-Chair of a newly forming LGBT+ military charity, <i>Fighting With Pride</i>.</p>
4D	<p style="text-align: center;">Stalls</p> <p>A chance to visit our marketplace of LGBTI and allies stalls, comprising charities, organisations and networks that provide a range of information and support services in the south west.</p>
4E	<p style="text-align: center;">Lunch</p> <p>Lunch is available to purchase at the Met Office café, onsite shop or you’re welcome to bring your own packed lunch.</p> <p>N.B. You’re also welcome to visit the stalls as part of your lunch break if you have time.</p>

Choice 5 - 14:35 – 15:05 Pick one from the following 3 options

<p>Session 5A</p> <p>Housing for Older LGBT+ Communities</p> <p>Julie Musesoglu</p> <p><i>Homes England</i></p>	<p>Session 5B</p> <p>Intersectionality and LGBT+</p> <p>Dr Edward He</p> <p><i>Civil Service LGBT+ Network</i></p>	<p>Session 5C</p> <p>The Acas framework for positive mental health at work</p> <p>Abigail Hirshman</p> <p><i>Acas</i></p>
<p>5A</p>	<p style="text-align: center;">Housing for Older LGBT+ Communities</p> <p style="text-align: center;">Julie Musesoglu <i>Homes England</i></p> <p>About the session:</p> <p>In addition to the housing challenges that face many older people, some key issues more specific to the LGBT+ community can often result in older LGBT+ people going back in the closet when they move into a retirement home. This session will look at the specific housing needs that affect the ageing LGBT+ population and the work that Homes England has done to contribute to the UK's first LGBT+ extra care scheme.</p> <p>Biography:</p> <p>Julie is the founder and former chair of Build Together; Homes England's LGBT+ network. She is now Homes England's Diversity and Inclusion Manager, responsible for ensuring that equality, diversity and inclusion are embedded into Homes England's culture, and that the needs of our diverse communities are considered through the delivery of new homes.</p>	
<p>5B</p>	<p style="text-align: center;">Intersectionality and LGBT+</p> <p style="text-align: center;">Dr Edward He <i>Civil Service LGBT+ Network</i></p>	



	<p>About the session:</p> <p>Intersectionality is a theoretical framework for understanding how aspects of one's social and political identities (e.g., gender, race, class, sexuality, disability, etc.) might combine to create unique modes of discrimination.</p> <p>Through Q&As and interactive conversations, you will have the opportunity to share your own experience, ask questions and listen to the panellists on a wide range of topics concerning intersectionality and LGBT+ communities.</p> <p>Biography:</p> <p>Edward joined the Civil Service in 2019 as a Chartered Engineer, having previously worked in higher education, R&D and in the heavy industry, including the steelworks, oil & gas and aviation sectors.</p> <p>Growing up in a traditional Chinese family, he has had first hand experiences on some of the challenges and barriers facing LGBT+ individuals from different cultural and ethnical backgrounds.</p> <p>Over the years, Edward has also worked with various LGBT+ staff networks and organisations. He currently serves as a Vice Chair for the Civil service LGBT+ Network, as well as a Trustee for a cancer support charity in Wales.</p>
5C	<p style="text-align: center;">The Acas framework for positive mental health at work</p> <p style="text-align: center;">Abigail Hirshman Acas</p> <p>About the session:</p> <p>The session will provide an overview of the Acas mental health framework and some tips and tools for looking after mental health at work.</p> <p>Biography:</p> <p>With over 25 years' experience in mental health, Abigail brings a unique perspective combining insights from her early career as a psychotherapist, with her current role, working with large employers and key stakeholders advising on best practice in mental health and wellbeing. Abigail recently developed a new framework for tackling the causes and consequences of poor mental health, focussing on the different roles employers, managers and individuals can play in promoting positive mental health at work.</p>