

stonewall cymru workplace conference 2018

MECURE HOLLAND HOUSE HOTEL, CARDIFF
WEDNESDAY 21 FEBRUARY 2018



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Lead your organisation to the forefront of lesbian, gay, bi and trans inclusion in the workplace.



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Stonewall
Cymru

COME OUT FOR LGBT.



The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. Join us. Search #ComeOutForLGBT.



foreword

Welcome to the Stonewall Cymru Workplace Conference, the first of four conferences Stonewall will host during 2018.

Since our first Welsh Conference in 2010 we've brought together hundreds of organisations from right across the nation to explore how they can create truly inclusive workplaces. The conversation around equality and what this looks like has grown to include the many different identities within the LGBT community. Today we have sessions that challenge you to really think about how you can make your organisation inclusive of mental health issues, bi identities and LGBT individuals who have a faith. Recognising and supporting the identities of every single member of your staff will help you create inclusive organisations that are a true force for social change.

2017 marked an important milestone in Stonewall's trans inclusion work, with the launch of A Vision for Change, a five-year plan to achieve full trans equality. This plan, developed by the Stonewall Trans Advisory Group and produced in consultation with trans people from all around Great Britain, provides a clear roadmap on how we all – as individuals and organisations – can create the change needed to ensure every trans person is accepted without exception.

The past twelve months have seen a surge in aggression towards trans people in the media and on social media from a vocal minority. These attacks are far too reminiscent of days gone by, days that led to the introduction thirty years ago of one of the most spiteful

pieces of anti LGBT legislation in modern times: Section 28. We've come a long way since then, but as our latest reports on Hate Crime, and Trans Equality demonstrate there is still a huge amount of work we need to do before all LGBT people can feel safe, included and free to be themselves.

I am constantly impressed with how employers across Wales are transforming the lives and opportunities of LGBT people, indeed as the 2018 Workplace Equality Index shows Wales as a nation are once again leading the way. Today we will celebrate and share this success, but we will also reflect on how much there is still to do.

Our research warns against complacency and should stand as a call to action for every one of us. To create a world where everyone is free to be themselves, we must now work together more than ever. We all have the power to create change.

As organisations, the potential you have to create change in your communities is immense. Please do make the most of all the knowledge and expertise in the room today, which includes sharing yours. After this conference, we want you to feel empowered as a role model or as an ally and to have the confidence to inspire your colleagues to do the same.

Finally, I'd like to extend a huge thanks to our headline sponsor EY. Without their continued support, these events would not be possible.

Diolch yn fawr.



Andrew White
Director,
Stonewall Cymru

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Keynote speakers

Andrew White

Director, Stonewall Cymru

With a leadership background in both the private and public sectors, Andrew has in recent years led a transformation in profile, structure and financial sustainability at Stonewall Cymru.

He works constructively with Government and the main political parties to further the human rights and equality agenda in Wales. Andrew is a member of the Third Sector Partnership Council, the Welsh Government's Strategic Equality Plan Board and the Budget Advisory Group on Equality.

Driven by a strong sense of social justice and fairness Andrew has built considerable expertise in engaging a wide range of individuals and communities. He is a confident public speaker and a regular contributor to Welsh media in both the English and Welsh languages.

For the past 3 years, Andrew has been named in the Top 10 most influential LGBT people in Wales by The Western Mail. He lives with his husband and their son near Bridgend.



Munroe Bergdorf

Model and Activist

Munroe Bergdorf is a model and social activist.

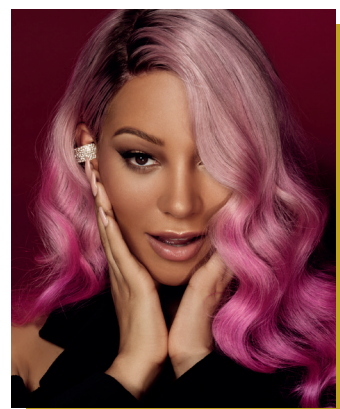
Best known for channelling her unique blend of honesty and openness, the transgender model is raising awareness of social issues that are affecting thousands of people across the world today. Via public speaking, digital and mainstream media Munroe shares her lived experience talking about sensitive subjects and topics some perceive as 'taboo'; challenging stereotypes on gender, race, diversity and sexuality.

When L'Oreal ended their partnership with Munroe in summer 2017 her story became global news. She was the first transgender model to be selected to front a UK beauty campaign, a project that would promote diversity and inclusiveness. But when Munroe's views on white privilege and systemic racism were sold to the press and became an international news story, the brand decided to end their partnership.

Munroe fronted Uniqlo's Utopia campaign alongside Skepta and shot by Rankin and recently shot the Christmas campaign for the inclusive beauty brand, Illamasqua, which will launch in November 2017. Munroe also currently appears in Missguided's #babesofmissguidedcampaign.

Munroe currently features on Huffington Post and AOL's new online series, New Activists, available to watch weekdays at 4pm. The docu-reality show follows the daily lives of 5 prominent activists based in the UK on the frontline of their campaigning.

Munroe regularly appears on national and international television news to comment on race, diversity and LGBT+ stories.



Keynote speakers

Adam Price, AM

Adam Price was born in Carmarthen into a miner's family and was educated at Ysgol Dyffryn Amman and then Cardiff University where he graduated with a BSc in Economics.

Adam went on to become a Managing Director of Newidiam, a UK policy and economics consultancy and Executive Director of the Welsh economic development and cultural change agency Menter a Busnes.

He was elected to the House of Commons in 2001 and quickly established himself as a campaigner, uncovering the Mittal Affair in 2002 where the Steel magnate Lakshmi Mittal, a major Labour Party donor, lobbied Tony Blair to help purchase Romania's steel industry.

A voracious opponent of the Iraq War and Tony Blair's role in the outbreak of war, Adam led an attempt, alongside other Plaid Cymru and SNP members, to impeach Tony Blair. Adam was ejected from the House of Commons chamber on the 17th March 2005 for refusing to retract his statement accusing Tony Blair of having "misled" Parliament.

He was returned to the House of Commons on the 5th May 2005 with an increased majority and on the 31st October 2006, initiated a three-hour debate on an enquiry into the Iraq War, resulting in the establishment of the Chilcot Enquiry.

He was awarded a Fulbright Scholarship to study at Harvard University where he studied a Masters in Public Administration and became a Fellow at the Centre for International Development at the John F. Kennedy School of Government at Harvard University.

As a campaigner, Adam has made regular contributions to The Guardian, The Western Mail, The Spectator and Channel Four on a wide variety of issues and won a Bronze Medal at the New York Film and Television Festival for his documentary on the 1984/85 Miners Strike in 2014. In 2015, Adam's four-part series was recognised with two BAFTA Cymru Awards.

Adam was elected as the Plaid Cymru Assembly Member for Carmarthen East and Dinefwr in the 2016 election to the National Assembly of Wales. He is an Assembly Commissioner and serves as the party's Shadow Cabinet Secretary for Economy and Infrastructure.



Victor Nieves

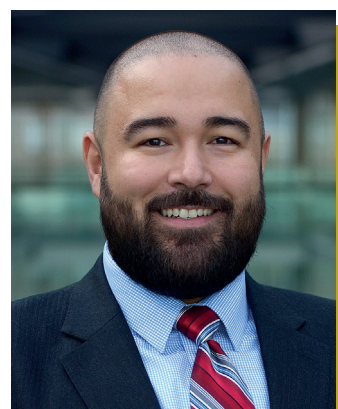
Director, EMEIA Capital Markets, EY

Victor has over 15 years' experience in the accounting profession and is currently a licensed Certified Public Accountant with the State of New York working in EY's London office. He previously worked for EY in New York and Philadelphia.

Victor currently works with companies throughout Europe looking to raise capital via initial public offerings in US markets or through debt offerings to US investors as part of EY's EMEIA Capital Markets centre. He also helps large, multi-national companies currently publicly-listed in the US to meet their accounting and regulatory reporting requirements. He also leads projects to help companies implement complex accounting change throughout the organisation and has extensive experience with audits and integration assistance in post-merger environments, including joint venture scenarios with numerous stakeholders.

As a chair of the Unity LGBTA network, Victor has been extensively involved in EY's diversity and inclusiveness efforts throughout the United Kingdom & Ireland since 2010, including consulting and providing input to a number of Global and Europe-wide EY initiatives.

Victor was part of the team which helped lead EY's efforts in being named Stonewall "Employer of the Year" in 2012. He was also previously involved in a number of EY initiatives surrounding gender, ethnicity and sexual orientation in the US. Victor is also proud to be a Stonewall Ambassador.



Day Plan

Registration and Refreshments
09.30 - 10.00 Calon Lobby, Ground Floor

Opening Keynote Speeches
10.00 - 10.55 Calon 1, Ground Floor

Andrew White, Director, Stonewall Cymru

Victor Nieves, EY

Adam Price, AM

Munroe Bergdorf, Model and Activist

Q&A

Morning Sessions 11.00 - 12.30

Taking a Stand: How your organisations can progress LGBT equality

Session 1 | Caernarfon, First Floor

Being BAME and LGBT in the workplace

Session 2 | Kidwelly, 2nd Floor

What about the 'B' in LGBT?

Session 3 | Pembroke, 3rd Floor

Creating a trans-inclusive organisation

Session 4 | Brecon, 2nd Floor

Lunch and Networking Zone
12.30 - 13.30 Calon 2, Ground Floor

Afternoon Sessions 13.35 - 15.05

Delivering LGBT-Inclusive Services

Session 5 | Pembroke, 3rd Floor

Exploring Faith and LGBT Identities

Session 6 | Kidwelly, 2nd Floor

Promoting Positive Mental Health in the Workplace

Session 7 | Caernarfon, 1st Floor

The Employee Lifecycle: Recruiting and retaining diverse talent

Session 8 | Brecon, 2nd Floor

Refreshments and Networking Zone
15.05 - 15.25 Calon Lobby, Ground Floor

Closing Session

15.30 - 16.30 Calon 1, Ground Floor

Ruth Hunt, Chief Executive, Stonewall

Christian Webb, Children's Commissioner for Wales

Shash Appan, Student at Cardiff Metropolitan University

Bradley Birkholz, Student at Cardiff University

Amy Doyle, Student

Q&A

Stonewall's Top 100 Employers 2018
16.30 - 17:00 Calon 1, Ground Floor

Drinks Reception

17.00 - 18.00 Calon Lobby

Event Ends 18.00

Other Information

Name Badges

Lists your name, organisation and breakout sessions. Please note that due to numbers we are unable to change workshop choices on the day of conference.

Pronoun Badges

Being addressed using the right pronouns is key to feeling included at a conference. You can add your pronouns (e.g. they/them) in the blank space on your name badge if you wish to do so. Talk to a member of the Stonewall team or go to the registration desk to find out more.

Colour Coded Lanyards

During a long conference day, crowded spaces and networking can be a challenge for many people. To help with this, we are providing colour coded badges to help people easily express their communication preferences.

Please pick up a lanyard from registration and switch the cards around throughout the day to express your preferences.

Green: I am actively seeking communication and happy to be approached.

Yellow: I only want to talk to people I recognise but may approach others.

Red: I probably don't want to talk to anyone, if I do, I will approach you.

Please talk to a member of the Stonewall team or go to the registration desk to find out more.

Who else is here?

See a list of today's delegates by visiting www.stonewallcymru.org.uk/stonewall-stories-category/education/stonewall-cymru-workplace-conference-2018-delegate-list

Join the conversation!

Let us know your thoughts and share what you've learned today by tweeting us using #EqualAtWork #CyfartalynyGwaith.

Gender neutral/Accessible toilets

There is a gender neutral and accessible toilet on the 1st floor.

Prayer/Quiet Room

Please speak to a member of the Stonewall team if you require a quiet area or prayer room.

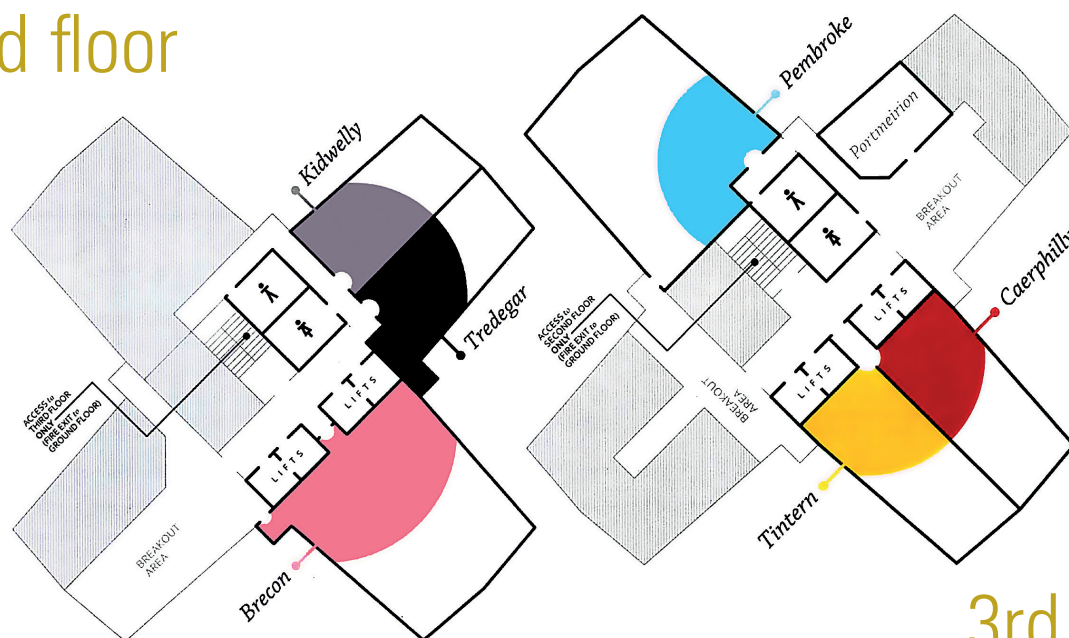
Changing rooms

There are available changing facilities in the Spa.

Get online

Connect to free Wi-Fi by joining the Mercure WiFi Network, this will then take you to a webpage where you will have to enter your email address to connect to Wi-Fi.

2nd floor



3rd floor

Morning Sessions 11.00–12.30

Taking a stand: How your organisation can progress LGBT equality

Session 1 | Caernarfon, 1st Floor

Organisations not only have a responsibility to the inclusion of their LGBT staff but to the wider community too including customers, service users, suppliers and partners. This session will explore ways individuals and organisations can influence and progress wider LGBT equality through methods such as procurement and community engagement.

Learning outcomes

- Understand the benefits of taking a public stance on LGBT inclusion and aligning this with your Corporate Social Responsibilities
- Explore how organisations can influence partners, customers and suppliers
- Reflect on how individuals can support the wider movement for LGBT equality

Facilitator: Katie Fox & Colin MacFarlane

Speakers: Swansea University & Betsi Cadwalader University Health Board

Being BAME and LGBT in the workplace

Session 2 | Kidwelly, 2nd Floor

LGBT Black, Asian and Minority Ethnic people can face distinct challenges due to their intersectional identities. This session explores how organisations can address these challenges by engaging LGBT BAME staff, customers and service users and supporting and profiling diverse role models.

Learning outcomes

- Understand the experiences of BAME LGBT people in the workplace and beyond
- Share ideas on promoting and developing the involvement of BAME people in LGBT inclusion initiatives
- Learn how to empower and platform BAME role models and engage effective and meaningful allies in your workplace

Facilitator: Chaka Bachmann & Otamere Guobadia

Speakers: Serena Joy, Lisa Espona & Sharifa Whitney James

What about the 'B' in LGBT?

Session 3 | Pembroke, 3rd Floor

Stonewall's 2017 staff survey showed that just 16% of bi people were completely out at work and that they are often underrepresented in LGBT inclusion initiatives. This session will introduce practical steps to ensure more bi staff are able to reach their full potential.

Learning outcomes

- Understand bi identities and develop the confidence to articulate the need for bi visibility and inclusion in the workplace
- Gain insight into the challenges faced by bi people in the workplace and the effect this can have
- Learn practical tips from organisations that have taken steps to make their workplaces more inclusive of bi people

Facilitator: Sara Rees-Jones & Jesse Ashman

Speakers: Megan Pascoe, Sue Vincent-Jones & Laolu Alatise

Creating a trans-inclusive organisation

Session 4 | Brecon, 2nd Floor

Trans employees who are comfortable disclosing their gender identity are 77% more likely to be satisfied with their job security. This session looks at a range of areas including policy, network groups and communications to provide practical ways to make workplaces inclusive for all trans employees.

Learning outcomes

- Understand how to confidently articulate the business case for trans inclusion
- Awareness of the specific challenges that trans people face in the workplace
- Practical ways to take an individual-centred approach to supporting staff while ensuring your organisation is a trans-inclusive environment

Facilitator: Shon Faye & Jake Laws

Speakers: National Assembly for Wales, Victim Support & Welsh Government

Afternoon Sessions 13.35–15.05

Delivering LGBT-inclusive services

Session 5 | Pembroke, 3rd Floor

When designing or developing services, it's crucial to consider the specific needs of the LGBT community. This session will look at how to gain honest feedback about the experiences of LGBT service users and build an action plan based on the new Stonewall service delivery toolkit.

Learning outcomes

- Learn how to consult with service users and empower them to provide meaningful feedback
- Feel confident building an action plan based on the results of consultation and how to involve an employee resource group
- Understand how to collect and monitor feedback from LGBT service users

Facilitator: Katie Fox & Katie Budd

Speakers: Velindre NHS Trust & Dyfed Powys Police

Exploring faith and LGBT identities

Session 6 | Kidwelly, 2nd Floor

Discussing LGBT identities and faith can be a complicated. This session explores how to navigate this in the workplace by hearing from LGBT people of faith on the ways their identities overlap and how to avoid potential conflict.

Learning outcomes

- Gain an understanding of the challenges relating to discussing LGBT and faith
- Share best practice to overcome challenges including collaboration between faith and LGBT network groups
- Take away specific ideas that will enable you to develop a positive workplace for everybody regardless of faith, sexual orientation or gender identity

Facilitator: Crash Wigley & Joey Knock

Speakers: Rev. Sarah Hildreth-Osborne, Reshma Johar & Abigail Kay

Promoting positive mental health in the workplace

Session 7 | Caernarfon, 1st Floor

Research shows that LGBT people disproportionately experience mental health problems compared to non-LGBT people. Mental health issues are still surrounded by social stigma, preventing many people from getting the support they need. This session will explore how to encourage discussion of mental health experiences and practical ways to encourage positive wellbeing in the workplace.

Learning outcomes

- Understand individual experiences of mental health in relation to sexual orientation and/or gender identity
- Explore how to challenge the social stigma that surrounds mental health and LGBT issues and encourage an open dialogue in the workplace
- Discuss practical steps organisations can take to support the mental wellbeing of all staff

Facilitator: Andrew White, Alex Gwynne & Iestyn Wyn

Speakers: Legal and General

The employee lifecycle: Recruiting and retaining diverse talent

Session 4 | Brecon, 2nd Floor

It is proven that diverse teams produce better results. This session will help you target your recruitment to reach LGBT jobseekers and demonstrate that your organisation is LGBT inclusive to attract and retain the best talent. Persistent professional barriers result in a lack of openly LGBT people at senior levels in the workplace. This session will also explore developing and promoting targeted initiatives to support the career development of LGBT employees.

Learning outcomes

- Identify the barriers faced by LGBT candidates and staff in the recruitment process and career development pathways
- Explore how to evaluate your current recruitment campaigns and learn creative ways to engage LGBT jobseekers
- Identify ways to increase participation of LGBT employees in existing career development pathways and use your employee network group to enhance career development opportunities

Facilitator: Sarah Lynn & Serena Sidaway

Speakers: Intellectual Property Office, Cardiff University & Laura Physick

Global Diversity Champions

The Global Diversity Champions programme is Stonewall's best practice employers' forum for global organisations. Following 15 years of success working with UK organisations, we have extended our remit to help global organisations effectively support their lesbian, gay, bi and trans staff wherever they are in the world.

The most progressive international businesses realise that in order to remain competitive in the labour market they need to demonstrate their ability to attract, retain and develop top talent regardless of sexual orientation or gender identity and regardless of location. The Global Diversity Champions programme facilitates best practice sharing and robust, context-specific benchmarking to help members accelerate change in their organisations.

Key benefits for Global Diversity Champion members

- Exclusive seminar programme, associated resources focusing on global workplace topics and selected country briefings
- Detailed benchmarking and feedback consultation on Global Workplace Equality Index performance
- Networking opportunities with other Global Diversity Champion members
- Quarterly e-bulletin with key global developments
- Facilitating and sign-posting to other members' 'in country' contacts and networks
- Use of Stonewall Global Diversity Champion logo in marketing materials
- Global membership highlighted in Stonewall Starting Out careers guide
- Invitations to unique roundtable discussions with LGBT human rights defenders from around the world

For more information and to join the programme, please contact
memberships@stonewall.org.uk or call us on +44(0)207 7593 3473

stonewall.org.uk/globaldiversitychampions



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Notes

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Notes

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**3,200,000 people
have witnessed
physical or verbal
homophobic
bullying at work.**

**Become a Friend of
Stonewall for £5 a month**

**Sign up at
[stonewall.org.uk/donate](https://www.stonewall.org.uk/donate)**

Stonewall's objective is acceptance without exception, and we won't stop until it has been achieved. This year we will work with 800 organisations in Britain, and more than 90 organisations globally, to ensure they offer inclusive and accepting environments.

Only 6% of our funding comes from the government. We need your help if we're going to achieve true equality for LGBT people.

*Living together: British attitudes to lesbian, gay and bisexual people in 2012.
Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Should your background be in the foreground?

We take enormous pride in being an organisation where everyone can be themselves. Your unique perspective, open mind and thirst for change helps us achieve better results together.

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The better the question. The better the answer.
The better the world works.

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Nodiadau

Sesiwn Prynhawn 13.35-15.05

Darparu gwasanaethau sy'n gynhwysol o bobl lesbiaidd, hoyw, deurywiol a thraws

Sesiwn 5 | Pembroke, 3ydd Llawr

Pan fyddwch chi'n cynllunio neu'n datblygu gwasanaethau, mae'n hanfodol ystyried anghenion penodol y gymuned lesbiaidd, hoyw, deurywiol a thraws. Bydd y sesiwn yma'n edrych ar y modd y gallir sicrhau adborth onest am broffadau defnyddwyr gwasanaethau lesbiaidd, hoyw, deurywiol a thraws, a chreu cynllun gweithredau yn seiliedig ar becyn newydd Stonewall ar ddarparu gwasanaethau.

Canlyniadau dysgu

- Dysgu sut i ymgynghori a defnyddwyr gwasanaethau a'u gymuso nhw i gymig adborth ystyrion
- Teimlo'n hyderus wrth greu cynllun gweithredau yn seiliedig ar ganlyniadau gwaith ymgynghori a sut i ymnwysu grŵp adnoddau gweithwyr
- Deall sut i gasglu a monitro adborth gan ddefnyddwyr gwasanaethau lesbiaidd, hoyw, deurywiol a thraws

Hwyluswyr: Katie Fox & Katie Budd

Staradwyr: Ymddiriedolaeth GIG Feindre & Heddlu Dyfed Powys

Ystyried ffydd a hunaniaethau lesbiaidd, hoyw, deurywiol neu draws

Sesiwn 6 | Kidwelly, 2il Llawr

Gall trafod hunaniaethau lesbiaidd, hoyw, deurywiol a thraws a ffydd fod yn gymhleth. Mae'r sesiwn yma'n edrych ar sut y gallir mynd i'r afael â hyn yn y gweithle gan glywed gan bobl lesbiaidd, hoyw, deurywiol a thraws o feysydd ffydd ar y ffordd y mae eu hunaniaethau yn gorgyffwrdd a sut i osgoi unrhyw wrthdaro posibl.

Canlyniadau dysgu

- Deall yr heriau sy'n ymwneud â trafod ffydd a bod yn lesbiaidd, hoyw, deurywiol neu draws
- Rhannu arferion gorau er mwyn goresgyn yr heriau gan ymnwys cydwethio rhwng grwpiau rhwydwaith ffydd a grwpiau lesbiaidd, hoyw, deurywiol a thraws
- Casglu syniadau penodol a fydd yn eich galluogi chi i ddatblygu gweithle positif i bawb, waeth beth yw eu ffydd, cyfeiriadedd rhywiol neu rywedd

Hwyluswyr: Crash Wigley & Joey Knock

Staradwyr: Y Parch. Sarah Hildreth-Osborne, Reshma Johar & Abigail Kay

Hyrwyddo iechyd meddwl positif yn y

gweithle

Sesiwn 7 | Caernarfon, Llawr 1af

Yn ol gwaith ymchwil, mae pobl lesbiaidd, hoyw, deurywiol a thraws yn wynebu mwy o broblemau iechyd meddwl na pobl nad ydyn nhw'n lesbiaidd, hoyw, deurywiol neu draws. Mae stigma cymdeithasol yn parhau ynghlwm â materion iechyd meddwl ac mae hyn yn atal pobl rhag cael y cymorth sydd ei angen arny'n nhw. Bydd y sesiwn yma'n edrych ar ffyrdd o anog trafodaeth ar broffadau iechyd meddwl, a ffyrdd ymarferol o anog llestant cadarnhaol yn y gweithle.

Canlyniadau dysgu

- Deall profadau unigol o iechyd meddwl yng nghyd-destun cyfeiriadedd rhywiol a/neu rywedd
- Ystyried sut y gallir herio'r stigma cymdeithasol sydd ynghlwm â iechyd meddwl a materion lesbiaidd, hoyw, deurywiol a thraws ac anog trafodaeth agored yn y gweithle
- Trafod camau ymarferol y gall sefydladau eu cymryd i gefnogi llestant meddyliol pob aelod o staff

Hwyluswyr: Andrew White, Alex Gwynne & Iestyn Wyn

Staradwyr: Legal and General

Cylich bywyd y gweithwyr: Recriwtio a chadw doniau amrywiol

Sesiwn 4 | Brecon, 2il Llawr

Mae ymchwil wedi profi bod tîman amrywiol yn cynhyrchu gwell canlyniadau. Bydd y sesiwn yma'n eich helpu i dargedu eich dulliau recriwtio i gyrraedd pobl lesbiaidd, hoyw, deurywiol a thraws sy'n chwilio am waith a dangos bod eich sefydliad yn gynhwysol o bobl lesbiaidd, hoyw, deurywiol a thraws er mwyn denu a chadw'r talent gorau. Oherwydd rhwystrau profffesiynol parhaus, mae prinder pobl lesbiaidd, hoyw, deurywiol a thraws sydd allan yn agored yn y gweithle. Bydd y sesiwn yma hefyd yn edrych ar ddatblygu a hyrwyddo mentrau wedi'u targedu i gefnogi datblygiad gyfra gweithwyr lesbiaidd, hoyw, deurywiol a thraws.

Canlyniadau dysgu

- Adnabod y rhwystrau sy'n wynebu ymgeiswyr lesbiaidd, hoyw, deurywiol a thraws yn y broses recriwtio ac mewn llwybrau datblygu gyfra
- Ystyried sut i werthuso eich ymglyrchedd recriwtio presennol a dysgu am ffyrdd creadigol o greu cyswllt â phobl lesbiaidd, hoyw, deurywiol a thraws sy'n chwilio am waith
- Adnabod ffyrdd o gynyddu cyfranogiad gweithwyr lesbiaidd, hoyw, deurywiol a thraws yn eich llwybrau datblygu gyfra i wella cyfleoedd datblygu gyfra

Hwyluswyr: Sarah Lynn & Serena Sidaway

Staradwyr: Swyddfa Eiddo Deallusol, Pffysgol Caerdydd & Laura Phisick

Sesiwn Bore 11.00-12.30

Gwneud safiad: sut gall eich sefydliad chi wella cydraddoldeb i bobl lesbiaidd, hoyw, deurywiol a thraws

Sesiwn 1 | Caernarfon, Llawr Iaf

Nid yn unig y mae gan sefydliadau gyfrifoldeb tuag at gynnwys eu staff lesbiaidd, hoyw, deurywiol a thraws ond mae ganddynt gyfrifoldeb tuag at y gymuned ehangach hefyd, gan gynnwys cwsmeriaid, defnyddwyr gwasanaethau, cyfnewwyr a phartneriaid. Bydd y sesiwn yma'n edrych ar ffyrdd y gall unigolion a sefydliadau ymestyn eu dylanwad a gwella cydraddoldeb i bobl lesbiaidd, hoyw, deurywiol a thraws yn ehangach drwy ddulliau fel caffael a chysylltiadau â'r gymuned.

Canlyniadau dysgu

- Deall buddianau gwneud safiad cyhoeddus ar gynhwysiant lesbiaidd, hoyw, deurywiol a thraws a sicrhau bod hyn yn gydnaws â ch Cyfrifoldebau Cymdeithasol Corfforaethol
- Ymchwilio i'r modd y gall sefydliadau ddylanwadu arartneriaid, cwsmeriaid a chyflnewwyr
- Ystyried sut gall unigolion gefnogi'r mudiad ehangach dros gydraddoldeb i bobl lesbiaidd, hoyw, deurywiol a thraws

Cadwaladr

Staradwyr: Pritysgol Abertawe & Bwrdd Iechyd Pritysgol Betsi

Hwyluswyr: Katie Fox & Colin MacFarlane

Bod yn rhywun du, Asiaidd neu o leiafrif ethnig ac yn lesbiaidd, hoyw, deurywiol neu draws yn y gweithle

Sesiwn 2 | Kidwelly, Zil Lawr

Gall pobl sy'n lesbiaidd, hoyw, deurywiol neu draws ac yn dod o gefndir du, Asiaidd neu leiafrif ethnig wnebu heriau penodol oherwydd eu hunaniaethau sy'n croestori. Mae'r sesiwn yn ystyried sut gall sefydliadau fynd i'r afael â'r heriau yma drwy ymgysylltu â staff, cwsmeriaid a defnyddwyr gwasanaethau sy'n lesbiaidd, hoyw, deurywiol neu draws ac yn dod o gefndir du, Asiaidd neu leiafrif ethnig, a chefnogi a phroffilio modelau rol amrywiol.

Canlyniadau dysgu

- Deall profadau pobl sy'n lesbiaidd, hoyw, deurywiol neu draws ac yn dod o gefndir du, Asiaidd neu leiafrif ethnig yn y gweithle a thu hwnt
- Rhannu syniadau ar hyrwyddo a datblygu cyfranogiad pobl
- ddu, Asiaidd neu leiafrif ethnig mewn mentrau cynhwysiant i bobl lesbiaidd, hoyw, deurywiol a thraws
- Dysgu sut i rymuso a rhoi llwyfan i fodolau rol du, Asiaidd neu o leiafrifedd ethnig a denu cynghreiriauidd effeithiol ac ystyrlon yn eich gweithle

Hwyluswyr: Chaka Bachmann & Otamere Guobadia

Staradwyr: Serena Joy, Lisa Espona & Sharifa Whitney James

Beth am bobl ddeurywiol?

Sesiwn 3 | Pembroke, 3ydd Llawr

Yn ôl arolwg staff Stonewall 2017, dim ond 16% o bobl ddeurywiol oedd wedi dod allan yn llwyr yn y gwaith, ac maen nhw'n aml wedi'u tangynrchioli! mewn mentrau cynhwysiant i bobl lesbiaidd, hoyw, deurywiol a thraws. Bydd y sesiwn yma'n cyflwyno camau ymarferol i sicrhau bod mwy o staff deurywiol yn gallu gwirnedd eu llawn botensial.

Canlyniadau dysgu

- Deall hunaniaethau deurywiol a datblygu'r hyder i leisio'r angen am fwy o welededd a chynhwysiant i bobl ddeurywiol yn y gweithle
- Deall yr heriau mae pobl ddeurywiol yn eu hwnebu yn y gweithle a'r effaith y gallai hyn ei chael
- Dysgu am awgrymiadau ymarferol gan sefydliadau sydd wedi cymrdd camau i sicrhau bod eu gweithleoeedd yn fwy cynhwysol o bobl ddeurywiol

Hwyluswyr: Sara Rees-Jones & Jesse Ashman

Staradwyr: Megan Pascoe, Sue Vincent-Jones & Laolu Alatise

Creu sefydliad sy'n gynhwysol o bobl draws

Sesiwn 4 | Brecon, Zil Lawr

Mae gweithwyr traws sy'n gyfforddus i ddatgelu eu hunaniaeth ryweddol, 77% yn fwy tebygol o fod yn ffolion â'u sicrwydd swydd. Mae'r sesiwn yma'n edrych ar amrwyiaeth o fesydd, gan gynnwys polisi, grwpiau rhwydwaith a chyfatirbeu i gynniig ffyrdd ymarferol o wneud gweithleoeedd yn gynhwysol i bob aelod o staff sy'n draws.

Canlyniadau dysgu

- Deall sut i fynygi'r achos busnes dros gynhwysiant i bobl draws mewn ffordd hyderus
- Ymwbyddiaeth o'r heriau penodol sy'n wnebu pobl draws yn y gweithle
- Ffyrdd ymarferol o fabwysiadu agwedd sy'n canolbwyntio ar yr unigolyn er mwyn cefnogi staff gan sicrhau bod eich sefydliad yn amgylchedd sy'n gynhwysol i bobl draws

Hwyluswyr: Shon Faye & Jake Laws

Staradwyr: Cynulliad Cenedlaethol Cymru, Victim Support & Llywodraeth Cymru

Gwybodaeth Ychwanegol

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Cysylltwch â Wi-Fi am ddim trwy ymuno â rhwydwaith WiFi Mercure

Bathodynau Enw

Rhestr enw, sefydliad a sesiynau ar ddiwrnod y gynhadledd. allwn newid dewisiadau sesiynau ar ddiwrnod y gynhadledd.

Bathodynau Rhagenw

Mae cael eich cyfeirio atoch yn defnyddio'r rhagenwau cywir yn allweddol i deimio'n gyn-wysedig mewn cynhadledd. Gallwch ychwanegu eich rhagenwau (e.e. nhw/hwy) yn y lle gwag ar eich bathodyn enw os ydych yn dymuno gwneud hynny. Er mwyn gwychod mwy, staradwch ag aelod o dim Stonewall neu ewch i'r ddesg gofrestru.

Bathodynau Codau Lliw

Yn ystod diwrnod hir mewn cynhadledd, gall manau llawn a rhwydweithio fod yn her i lawer o bobl. I helpu gyda hyn, rydym yn darparu bathodynau lliw i helpu pobl i fynegi eu dewisiadau cyfathrebu yn rhwydd. Casglwch fathodyn lliw o'r ddesg gofrestru a newid y cardiau trwy gydol y dydd i fynegi'ch dewisiadau.

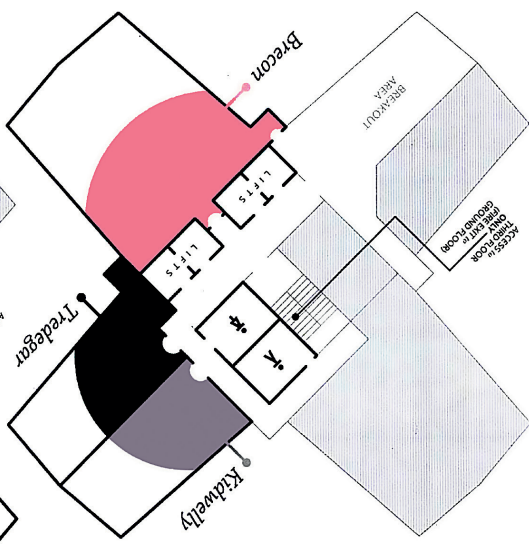
Gwyrdd: Rhydwr'n chwilio am gyflioedd i gyfathrebu ac yn hapus i gael sgwrs.

Melyn: Dymunaf starad i bobl yr wyf yn eu hadnabod ond gallwn fynd at eraill.

Coch: Mae'n debyg nad wyf am starad ag unrhyw un, os byddaf yn dymuno, fe ddot atoch.

Staradwch ag aelod o dim Stonewall neu ewch i'r ddesg gofrestru i ddarganfydd mwy.

2! Lawr



3ydd Lawr

Pwy arall sydd yma?

Gweler rhestr o gynrychiolwyr heddiw trwy ymweld â www.stonewallcymru.org.uk/stonewall-stories-category/education/stonewall-cymru-workplace-conference-2018-delegate-list

Ymunwch â'r sgwrs!

Gadewch i ni wybod eich meddyliau a rhannu beth chi wedi'i ddysgu heddiw gan ddefnyddio Twitter gan ddefnyddio #Cyfartalyngwaith #EqualAtWork

Toileadau niwtral o ran rhywedd

Mae yna doiled niwtral o ran rhywedd ar y llawr taf.

Ystafell weddi / Ystafell dawel

Staradwch ag aelod o dim Stonewall Cymru os oes angen man tawel neu ystafell weddi arnoch.

Ystafelloedd newid

Mae yna gyffwsterau newid ar gael yn y Sba.

Ewch ar-lein

Cysylltwch â Wi-Fi am ddim trwy ymuno â rhwydwaith WiFi Mercure, byddwch yno yn cael ei cyfeirio at dudalen we lle bydd yn rhaid i chi roi eich cyfeiriad e-bost i gysylltu â'r WiFi.

Cynllun y Diwrnod

@StonewallCymru #EqualAtWork #Cyfarfalyngwaith

Cysylltwch â Wi-Fi am ddim trwy ymuno â rhwydwaith Wi-Fi Mercure

Cofrestru a Llunïaeth
09.30 - 10.00 Cyntedd Calon, Llawr
Gwaelod

Prif Siaradwyr Agoriadol

10.00 - 10.55 Calon 1, Llawr Gwaelod

Andrew White, Cyfarwyddwr, Stonewall Cymru

Victor Nieves, EY

Adam Price, AC

Munroe Bergdorf, Model ac Ymgyrchydd

Cwestiynau

Sesiynau Bore 11.00 - 12.30

Gwneud safiad: sut gall eich sefydliad chi wella cydraddoldeb

Sesiwn 1 | Caernarfon, Llawr 1af

Bod yn rhywun du, Asiatid neu o leiafrif ethnig ac yn lesbiaidd, hoyw, deurywiol neu draws yn y gweithle

Sesiwn 2 | Kidwelly, 2il Llawr

Beth am bobl ddeurywiol?

Sesiwn 3 | Pembroke, 3ydd Llawr

Creu sefydliad sy'n gynhwysol o bobl draws

Sesiwn 4 | Brecon, 2il Llawr

Cinio a Rhwydweithio
12.30 - 13.30 Calon 2, Llawr Gwaelod

Sesiynau Prynhawn 13.35 - 15.05

Darparu gwasanaethau sy'n gynhwysol o bobl lesbiaidd, hoyw, deurywiol a thraws

Sesiwn 5 | Pembroke, 3ydd Llawr

Ystyried ffydd a hunaniaethau lesbiaidd, hoyw, deurywiol neu draws

Sesiwn 6 | Kidwelly, 2il Llawr

Hyrwyddo iechyd meddwl positif yn y gweithle

Sesiwn 7 | Caernarfon, Llawr 1af

Cych bywyd y gweithiwr: Recritwio a chadw doniau amrywiol

Sesiwn 8 | Brecon, 2il Llawr

Llunïaeth a Rhwydweithio

15.05 - 15.25 Cyntedd Calon, Llawr
Gwaelod

Sesiwn Gloi

15.30 - 16.30 Calon 1, Llawr Gwaelod

Ruth Hunt, Prif Weithredwr, Stonewall

Christian Webb, Comisiynydd Plant Cymru

Shash Appan, Myfyriwr ym Mhrifysgol Metropolitan Caerdydd

Bradley Birkholz, Myfyriwr ym Mhrifysgol Caerdydd

Amy Doyle, Myfyriwr

Cwestiynau

Gwobrau 100 Cyflogwr Gorau Stonewall 2018
16.30 - 17:00 Calon 1, Llawr Gwaelod

Diodydd

17.00 – 18.00 Cyntedd Calon, Llawr
Gwaelod

Diwedd 18.00

Prif Siaradwyr

Adam Price, AC

Ganwyd Adam Price yng Nghaerfyrddin i deulu löwr a chatodd ei addysgu yn Ysgol Dyffryn Aman a Phrffysgol Caerdydd lle graddiodd gyda BSc yn Economeg.

Aeth Adam ymlaen i ddo yn Rheolwr Gyfarwyddwr o Newidiem, ymgynghoriaeth polisi ac econ-omeg y DU a Chyfarwyddwr Gweithredol o'r asiantaeth datblygu economaidd a newid diwylliannol Cymreig, Menter a Busnes.

Catod ei ethol i Dŷ'r Gyffredin yn 2001 ac yn gyflym fe sefydlodd ei hun yn ymgyrchwr. Dadorchuddiodd y Mittal Affair yn 2002 lle bu'r meistr dur Lakshmi Mittal, cyfrannydd mawr i'r Blaid Lafur, yn llobio Tony Blair am gymorth i brynu diwydiant dur Rwmania.

Ac yntau'n wrthwynebydd barus o Rhyfel Irac a rol Tony Blair yng nghychwyniad y rhyfel, fe arweiniodd Adam ymgais ochr yn ochr ag aelodau eraill o Blaid Cymru a'r SNP i uchelgyhuddo Tony Blair. Catodd Adam ei ddarddel o siambur y Tŷ Gyffredin ar Fawrth 17eg 2005 am wrthod i ddad-ddwend ei ddatganiad yn cyhuddo Tony Blair o gamarwain y Senedd.

Dychwelodd i Dŷ'r Gyffredin ar Fai 5ed 2005 gyda mwyafrif uwch ac ar Hydref 31ain 2006 fe gychwynodd dadl tair awr ar archwiliad i Rhyfel Irac ac o ganlyniad sefydlwyd yr Ymholiad Chilcot

Yn 2009, penderfynodd Adam Price AS i ymddiswyddo fel yr Aelod Seneddol dros Ddwyrain Caerfyrddin a Dinefwr.

Gwobrwywyd ag Ysgoloriaeth Fulbrigt i astudio ym Mhrffysgol Harvard lle astudiodd Meistr mewn Gweinyddiaeth Gyhoeddus. Fe ddaeth yn Gyrawd yn y Ganolfan ar gyfer Datblygu Rhyngwladol yn y John F. Kennedy School of Government ym Mhrffysgol Harvard.

Fel ymgyrchwr mae Adam wedi gwneud cyfraniadau cyson i'r Guardian, y Western Mail, y Spectator a Sianel Pedwar ar amrywiaeth o faterion. Yn 2014 enillodd Fedal Efydd yng Nglybia

Etholwyd Adam Price fel yr Aelod Cynulliad Plaid Cymru dros Ddwyrain Caerfyrddin a Dinefwr yn etholiad y Cynulliad Cenedlaethol Cymru 2016. Mae Adam yn Gomisynydd y Cynulliad ac yn gwasanaethu fel yr Aelod Cabinet Cysgodol dros yr Economi ac is-adeiladedd.



Victor Nieves

Cyfarwyddwr, Marchnadoedd Cytalaf Ewrop, Y Dwyrain Canol, India ac Affrica, EY

Mae gan Victor dros bymtheg mlynedd o brofiad yn y profesiwn cyfrifo, ac ar hyn o bryd mae'n Gyfrifydd Ardystedig trwyddedig gyda Thalaith Efrog Newydd yn gweithio yn swyddfa Lundain cwmni EY. Cyn hynny bu'n gweithio i gwmi EY yn Efrog Newydd ac yn Philadelphia.

Ar hyn o bryd mae Victor yn gweithio gyda cwmnïau ledled Ewrop gyda'r nod o godi cyfalaf drwy gynigion cyhoeddus cychwynnol ym marchnadoedd yr Unol Daleithiau neu drwy gynigion dylid i fuddsoddwyr yn yr Unol Daleithiau fel rhan o ganolfan Marchnadoedd Cytalaf Ewrop, y Dwyrain Canol, India ac Affrica cwmni EY. Mae hefyd yn cynorthwyo cwmnïau mawr, traws-wladol sydd wedi'u rhestru'n gyhoeddus yn yr Unol Daleithiau i fodloni eu gofynion adrodd rheoliadol a chyfrifo. Mae hefyd yn arwain prosiectau i helpu cwmnïau i weithredu newid cyfrifo cymhleth ledled y sefydliad, ac mae ganddo brofiad sylweddol ym maes archwiliadau a chymorth integreiddio pan fydd cwmnïau wedi uno, gan gynnwys sefyllfaoedd cyd-fenter gyda rhanddeiliaid niferus.

Fel cadeirydd rhwydwaith LHDTA Unity, mae Victor wedi chwarae rhan fawr yn ymdrechion cwmni EY o ran amrywiaeth a chynwysoldeb yng ngwledydd Prydain ac Iwerddon ers 2010, gan gynnwys ymgynghori a chynnig mewnbwn i nifer o fentrau gan EY ledled Ewrop a'r byd.

Roedd Victor yn rhan o'r tîm a helpodd i arwain ymdrechion EY o ran cael eu henwi yn "Gyfllogwr y Flwyddyn" Stonewall yn 2012. Cyn hynny bu'n rhan o sawl menter gan EY yn ymwneud â materion rhywedd, ethnigrwydd a chyfeiriedd rhywiol yn yr Unol Daleithiau.

Mae Victor hefyd yn falch o gael bod yn un o Lysgenhadon Stonewall.

Prif Siaradwyr

@StonewallCymru #EqualAtWork #Cyfartalyngwaith

Cysylltwch â Wi-Fi am ddim trwy ymuno â rhwydwaith WiFi Mercure

Andrew White

Cyfarwyddwr, Stonewall Cymru

Gyda chefnidir arweinyddiaeth yn y sector breifat a chyhoeddus, yn y blynyddoedd diweddar mae Andrew wedi arwain ar drawsnewid ym mhroffil, strwythur a chynnaladwyedd cyllidol Stonewall Cymru.

Mae'n gweithio'n adeiladol gyda'r Llywodraeth a'r prif bleidiau gwleidyddol i hybu agenda hawliau dynol a chydraddoldeb yng Nghymru. Mae Andrew yn aelod o Gyngor Partneriaeth y Trydydd Sector, Bwrdd Cynlluniau Cydraddoldeb Strategol Llywodraeth Cymru a Grŵp Cynghoriol y Gylliddeb ar Gydraddoldeb.

Mae Andrew yn teimlo'n frwdfrydig am gyfrawnder cymdeithasol a thegwch, o ganlyniad mae e wedi methrin arbenigaeth sylweddol yn ymrwymo ystod eang o unigolion a chymunedau. Mae e'n siaradwr cyhoeddus hyderus ac yn gyfrannwr cysion yn y cyfryngau, boed yn y Gyrraeg neu'r Saesneg.

Am y 3 mlynedd diwethaf enwyd Andrew yn y rhestr o'r 10 person LHD mwyaf dylanwadol yng Nghymru gan y Western Mail. Mae'n byw gyda'i gwraig a'u mab yn agos i Ben-y-bont-ar-Ogwr.



Munroe Bergdorf

Model ac Ymgyrchydd

Model ac ymgyrchydd cymdeithasol yw Munroe Bergdorf.

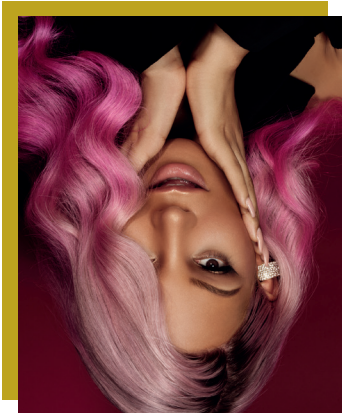
Mae'r fodel drawswyddol, sy'n adnabyddus am ei harddull agored a di-flewyn-ar-dafod unigrŵ, yn codi ymwybyddiaeth am faterion cymdeithasol sy'n effeithio ar filoedd o bobl o gwmpas y byd heddiw. Drwy siarad yn gyhoeddus a thrwy'r cyfryngau prif ffwrdd a'r cyfryngau digidol, mae Munroe yn rhannu ei phrofiad bywyd wrth trafod pynciau sensitif y mae rhai pobl yn eu gweld yn bynciau 'tabw', gan herio ystrwydebau am rywedd, hii, amrywiaeth a rhywioldeb.

Pan roddodd L'Oréal diwedd ar eu partneriaeth gyda Munroe yn haf 2017, daeth ei stori yn newyddion byd-eang. Hi oedd y fodel drawswyddol gyntaf i gael ei dewis fel wyneb ar gyfer ymgyrch harddwch yng ngwledydd Prydain, prosiect a fyddai'n hybu amrywiaeth a chynhwysiant. Ond pan gafodd barn Munroe ar faint pobl wynnion a hiliaeth systemig ei gwerthu i'r wasg a dod yn stori newyddion rhyngwladol, penderfynodd y brand roi diwedd ar eu partneriaeth.

Bu Munroe yn wyneb ar gyfer ymgyrch Utopia cwmni Uniqlo ochr yn ochr â Skepta, ymgyrch a saethwyd gan Rankin. Yn ddiweddar bu'n saethu ymgyrch Nadolig y brand harddwch Illamasqua, a lanswyd ym mis Tachwedd 2017. Mae Munroe hefyd yn ymddangos ar hyn o bryd yn ymgyrch #babesofmissguidedcampaig cwmni Missguided.

Ar hyn o bryd, mae Munroe yn ymddangos yng nghyftres ar-lein newydd Huffington Post ac AOL, set New Activists, sydd ar gael i'w gwyllo am 4pm ar ddyddiau'r wythnos. Mae'r rhaglen ddogfen realiti yn dilyn bywydau bob dydd pump ymgyrchydd amiwg yng ngwledydd Prydain sydd ar flaen y gad o ran ymgyrchu.

Mae Munroe yn ymddangos yn gyson ar delledu Prydeinig a rhyngwladol er mwyn gwneud sylwadau ar hii, amrywiaeth a straeon lesbiaid, hoyw, deurywiol a thraws.



rhagair

Croeso i Gynhadledd Gweithle Stonewall Cymru, y cyntaf o bedair cynhadledd fydd Stonewall yn ei gynnal yn ystod 2018.

Ers ein Cynhadledd Gymreig gyntaf yn 2010, rydym wedi dod â channoedd o sefydliadau o bob ran o Gymru at ei gilydd i ystyried sut y gallant greu gweithleoedd gwirioneddol gynhwysol. Mae'r sgwrs cydraddoldeb wedi esblygu i gynnwys yr amrediad o wahanol hunaniaethau o fewn y gymuned LHDt. Heddiw mae gennym sesiynau sy'n eich herio chi i feddwl yn wir am sut y gallwch chi wneud eich sefydliad yn gynhwysol o faterion iechyd meddwl, hunaniaeth BI a phobl LHDt sydd â ffydd. Bydd cydnabod a chefnogi hunaniaeth pob un aelod o'ch staff yn helpu i greu sefydliadau cynhwysol sydd â'r rym i yrru newid cymdeithasol.

Roedd 2017 yn garreg filltir bwysig yn ein gwaith ar gynhwysu pobl draws, gyda lansiad 'A Vision for Change', cynllun pum mlynedd i gyflawni cydraddoldeb draws yn llawn. Mae'r cynllun hwn, a ddatblygwyd gan Grŵp Ymgynghoriad Traws Stonewall ac a gynhyrchir mewn ymgynghoriad â phobl draws o bob rhan o Brydain Fawr, yn darparu ffordd glir ar sut y gall pawb - fel unigolion a sefydliadau - greu'r newid sydd ei angen i sicrhau bod pob person traws yn cael ei dderbyn heb eithriad.

Yn ystod y deuddeg mis diwethaf gwelwyd cynydd mewn casineb tuag at bobl drawsrwyddol yn y cyfryngau ac ar gyfryngau cymdeithasol gan leiafrif uchel eu lleisiau. Mae'r ymosodiadau hyn yn llawer rhy debyg i ddyddiau tywyll y gorffennol: dyddiau a arweiniodd at gyflwyniad dri deg mlynedd yn ôl o un o'r darnau mwyaf cas o



Andrew White
Cyfarwyddwr,
Stonewall Cymru

ddeddfwriaeth gwrth-LGBT yn y cyfnod modern: Adran

28. Rydym wedi dod yn bell ers hynny, ond fel y dangosir ein hadroddiadau diweddaraf ar Droseddau Casineb, a Chydraddoldeb Trans mae llawer iawn o waith sydd angen ei wneud cyn y gall holl bobl LHDt teimlo'n ddiogel, wedi'i

cynnwys ac yn rhydd i fod yn nhw eu hunain. Rhyd i wrth fy modd trwy'r amser â sut mae cyflogwyr ledled Cymru yn trawsnewid bwyddau a chyfluoedd pobl LHDt, yn wir fel mae Mynega! Cydraddoldeb y Gweithle 2018 yn dangos mae Cymru fel cenedl unwaith eto yn arwain y ffordd. Heddiw, byddwn yn datthu a rhannu'r llwyddiant hwn, ond byddwn hefyd yn ystyried faint sydd i'w wneud o hyd.

Mae ein hymchwili yn rhybuddio yn erbyn hunantfodlondeb a dylai fod yn alwad ar bob un ohonom i weithredu. Er mwyn creu byd lle mae pawb yn rhydd i fod y nhw eu hunain, mae'n rhaid i ni nawr weithio gyda'i gilydd fwy nag erioed. Mae gan bob un ohonom y pŵer i greu newid.

Fel sefydliadau, mae'r potensial sydd ganddoch i greu newid yn eich cymunedau yn aruthrol. Gwnewch y gorau i'r holl wybodaeth ac arbenigedd yn yr ystafell heddiw, sy'n cynnwys rhannu eich profiad ac arbenigedd chi. Ar ôl y gynhadledd hon, rydym ni am i chi deimlo'n gryfach fel model rôl neu fel cynghreirad a magu'r hyder i ysbrydoli'ch cydweithwyr i wneud yr un peth. Yn olaf, hoffwn diolch i'n prif noddw'r EY. Heb eu cefnogaeth barhaus, ni fyddai'r digwyddiadau hyn yn bosibl. Diolch yn fawr.



DEWCH ALLAN DROS LGBT.

Mae ffordd bell i fynd cyn i ni ennill cydraddoldeb. Beth bynnag a sut bynnag a gwneuch, mae'n amser i ddod allan i gefnogi LGBT. Ymunwch â ni. Chwiliwch am #DewchAllanDrosLGBT



 Stonewall
Cymru

cynhadledd gweithle

GWESTY MECURE HOLLAND HOUSE, CAERDYDD
DYDD MERCHER 21 CHWEFOR 2018



Arweiniwch eich sefydliad i fod ar flaen y gad o ran
cynnwys pobl lesbiaidd, hoyw, deurywiol a thraws yn
y gweithle.

Stonewall
Cymru

EY
Building a better
working world
Cetnogwyd gan

DYSGU.
RHANNU.
NEWID.

