Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

SIDE BY SIDE

A global guide to building business and civil society partnerships for LGBTQ+ rights

01. WORKSHEET

Developing your business case for a civil society partnership

Once you've read part one of this guide, use the following worksheet to start developing the business case for your partnership with civil society.

As part of the initial business case for a civil society partnership, you should aim to set clear objectives early on. Objectives can be internal and external, and can cover a range of workplace-specific goals as well as objectives which impact the wider LGBTQ+ community.

Think about setting SMART objectives: Specific, Measurable, Achievable, Realistic, Time-bound. These objectives will guide the development of your partnership as you begin to map out the first steps in part two of this guide.

As development progresses, you may discover that your business and the civil society partner have different sets of objectives, and your goals might have to change and adapt as a partnership agreement is reached. Remember, it's important to let local communities lead, and you should balance your objectives with those of your partner in order to reach an agreement about the key aims of your partnership.

Clear objective setting can also help with the development of an evaluation framework for the partnership – this is a key principle which is covered in greater detail in part three of this guide.

PART 01. WORKSHEET

What are your organisational values?
What is your global diversity and inclusion strategy?

How will a civil society partnership contribute towards these values and your strategy?

Key partnership objectives

Internal partnership objectives could include delivering training on LGBTQ+ identities, ensuring data monitoring is inclusive of sexual orientation and gender identity, forming local chapters of your staff network in global locations, or engaging senior leaders. External objectives could include promoting your organisation externally as LGBTQ+ inclusive, providing pro bono work to local organisations, or advocating for legal change in regions that criminalise LGBTQ+ identities.

PART 01. WORKSHEET

Cost and resources

Consider the budget needed for this partnership as well as the resources, including staff time and capacity.

Use research to strengthen your business case

A business case for a civil society partnership will vary greatly depending on the local context of your chosen market. Use research from a range of sources, including those listed below, to demonstrate the current experience of LGBTQ+ people, the legal and social challenges they may face, and how your proposed partnership can improve this.

- Stonewall Global Workplace Briefings
- ILGA World State Sponsored Homophobia Report
- ILGA World Trans Legal Mapping Report
- TGEU Trans Rights Europe & Central Asia Index & Maps
- Williams Institute Social Acceptance of LGBT People in 174 Countries