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

02. WORKSHEET

Mind map for a civil society partnership

There are lots of reasons why you might consider developing a partnership in a certain country or region. You could be creating or reviewing your global diversity and inclusion strategy, your organisation could be expanding globally and opening offices in a new location, or there could be political change in a country affecting the local LGBTQ+ community. Whatever the driving factor, an initial mapping exercise is a crucial first step when developing partnerships with civil society organisations.

If you're looking to focus on particular issues such as healthcare, trans inclusion or support for young LGBTQ+ people, aim to engage with organisations that work specifically in this area. You could also partner with multiple groups to ensure a plurality of voices from the LGBTQ+ community are heard.

There are many important factors to consider in the initial stages and once you've read part two of the guide you can use the following template mind map to plan your own partnerships.

To support you with completing the mind map, we have also provided an example mind map based on a global business looking to establish a civil society partnership in India.

KEY PARTNERSHIP OBJECTIVES

LIST YOUR OBJECTIVES FROM THE BUSINESS CASE

1.

2.

3.

4.

PART 02. WORKSHEET

LOCATION

Think about your different markets, perhaps there are regions where you haven't started LGBTQ+ inclusion work, where this needs to be developed, or where you are soon to start operating.

RESEARCH THE LOCAL CONTEXT

Use resources such as Stonewall's Global Workplace Briefings, ILGA World's State Sponsored Homophobia Report and Trans Legal Mapping Report to research what the legal and social situation is like for LGBTQ+ people in your chosen location.

CONSIDER HISTORICAL FACTORS

Explore the history of relationships between your organisation and the countries in which you're looking to establish partnerships, and how the legacy of historical factors might continue to impact LGBTQ+ rights.

RESOURCES YOU CAN SHARE WITH CIVIL SOCIETY

Think about particular expertise, skills and resources you can share as part of a partnership.

ESTABLISHING A CIVIL SOCIETY PARTNERSHIP

TEMPLATE MIND MAP

INTERSECTIONAL AWARENESS

Think about the local context you have chosen and how the experience of other marginalised groups could intersect with LGBTQ+ identities. Ensure this is based on research rather than cultural assumptions.

STAKEHOLDER ENGAGEMENT

List out your key stakeholders for this partnership.

INSIGHTS YOU WANT TO GATHER FROM CIVIL SOCIETY

A partnership is an opportunity for your organisation to learn from the local LGBTQ+ community. Consider where you have knowledge gaps, and what you could learn.