

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.

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**THE STONEWALL YOUNG
LEADERS PROGRAMME**

THIS WEBINAR

- Find out about the programme
- Hear about the application process
- Ask any questions you have

THE YOUNG LEADERS PROGRAMME

THE PROGRAMME

1. Develop your leadership
2. Grow your confidence
3. Expand your network

About the Programme Logistics

A programme for 36 LGBTQ+ people aged 20-30.

Residential 22-24 July at Ansty Hall outside Birmingham and reconnection event at the Stonewall offices in 6 months' time.

Free to attend thanks to the support of the UPS foundation including accommodation food and most non-alcoholic drinks, your organisation will need to fund travel costs.

Everyone has their own room in the hotel, we have sole use of the hotel for almost the full duration of the programme.

We have an access statement online sharing everything you need to know about the venue and encourage you to share your access needs in your application, if you'd like to talk about access please reach out. We have a quiet room and a prayer room available.

There will be a wellbeing programme running alongside the content with curated activities.

About the Programme Content

This programme isn't about complex leadership theory, it's about the reality of being an LGBTQ+ leader and what that means for each one of us.

We'll use a range of spaces and styles to create the opportunity to explore your leadership with the benefit of the expertise of everyone on the programme.

There will be whole group activities as well as times for personal self-reflection.

You'll work in a learning set of about 10 with a learning set facilitator who will support you through the programme, in this group you'll undertake smaller reflective activities. You'll have call with your learning set facilitator ahead of the programme.

Content is being co-developed with focus groups to ensure it works for you.

There will also be the opportunity to contribute to a resource that tells employers how to better support young talent.

THE APPLICATION PROCESS

The Application Process

Applications close on 9th June. You can apply through our website but if this format doesn't work, please reach out we have alternatives.

You'll be asked demographic questions, some of these such as age and being LGBTQ+ and to check you qualify for the programme the rest will be used to ensure that we're reaching our whole community with these programmes, but not to decide whether to award you a place.

We'll ask some application questions which I'll go through in more detail on the next slide. The answers to these questions are what we make decisions based on.

We have a panel of facilitators from the programme who read applications and score each question before coming together to make final decisions.

This programme will be oversubscribed so if you have to drop out at any stage please let us know so we can make places available to others.

We'll have first admissions and a reserve list so we can make use of as many spots as possible.

Application Questions

1. Please tell us about where you would apply the learning from this programme. What's your current work or voluntary situation, what is your role and where do you work/ volunteer. This is your chance to share a little more about what you do and the organisation(s) you work with.
2. Why are you interested in developing your leadership practice?
3. What would you bring to the space?
4. What do you see as good leadership?
5. What are you hoping to learn from others during this programme?
6. As LGBTQ+ leaders we have the opportunity to use our collective power to create more equal environments for our colleagues and the wider community. Please can you tell us about how you'd use your experience on this programme to create more inclusive environments?

What we're looking for

1. To see the **impact** that you hope to make on the spaces around you as a result of the programme.
2. To see **self-awareness** in the way you approach your leadership.
3. To see your willingness to **contribute** positively to support the learning of your peers.
4. That you have **clear goals** for the programme and your committed to being part of it.
5. That you've thought about the kind of **leadership** you value and why.

Accountability Partners

We will also ask you:

To help you get the most from the programme we suggest participants select an accountability partner that will help them to implement what they learn. This can be a line manager or someone you already have or want to build a coaching relationship with inside your organisation, or it could be someone outside of your organisation who has or could support your leadership. Please tell us who your accountability partner would be for this programme and why you have selected them.

We really value the answer to this question as it shows how you're going to make use of the programme, but it should not be a barrier, if you're struggling to find someone please reach out to talk it through with us.

Communicating Decisions

We will aim to inform participants by 17th June whether or not they have been successful.

If we have a really high number of applicants this might not be possible but we will let you know.

There will then be a deadline to confirm your place, please make sure that you do this as we will likely have a reserve list due to a high number of applications.

If your application scored highly but you didn't quite make it onto the programme we might offer you a place on the reserve list.

We can't provide specific feedback on each application, but we will share themes of feedback with everyone.

QUESTIONS