

The network is open to all and we welcome new members who share our aims.

FUTURE PLANS

- To increase membership and raise the profile of our network both internally and externally.
- To host an internal launch event to mark the exciting start of our network.
- To develop a support network for LGBT members who may not feel comfortable discussing LGBT issues with other employees at the firm.
- To create stronger relationships with existing client and legal sector LGBT networks.
- To secure guest speakers to talk to our members and the wider firm on relevant issues such as diversity and equality.
- To enter the Stonewall Workplace Employee Index, the comprehensive annual benchmarking exercise which showcases Britain's top employers for LGB employees.
- To attend external events such as those hosted by Stonewall, Interlaw and other relevant organisations to provide networking opportunities for our members.

JOINING OUT 'N' ABOUT

The network is open to all and we welcome new members who share our aims. If you would like to become involved in any aspect of the network or have any suggestions or ideas regarding events or initiatives, please feel free to contact us in the strictest confidence at lgbt@nabarro.com. Alternatively, please feel free to contact Darren Stolzenberg directly (d.stolzenberg@nabarro.com; +44 (0)20 7524 6191).



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LGBT network
Out 'N' About



LGBT network

Out 'N' About

Have you ever questioned whether it was appropriate for you to mention your boyfriend, girlfriend or partner? What about how you should respond to a colleague or client who asks you about your weekend or whether you are married or not? These questions seem simple enough but can pose real dilemmas for LGBT (lesbian, gay, bisexual and transgender) people. Unsure of how people will react to their answers, they may fudge their response or lie. Why should that be acceptable?

At Nabarro, we understand the need and recognise our responsibility to promote an open and inclusive environment, where all staff members can feel comfortable in their day-to-day life at the firm. In order to address this, a group of staff members (together with the support of management and HR) have recently launched an internal LGBT network named 'Out 'N' About'.

Out 'N' About is part of a wider diversity and corporate social responsibility programme at Nabarro specifically focussing on LGBT issues. Out 'N' About is open to all employees of Nabarro.

AIMS

- To increase the firm's awareness and understanding of issues facing LGBT employees at the firm.
- To support all employees internally, ensuring that the firm's policies, procedures and practices are not prejudicial to LGBT employees.
- To provide a social network reflecting the needs of its members.
- To increase awareness of the firm's approach to LGBT issues externally.
- To improve recruitment, development, retention and career satisfaction.
- To support our business, our clients and LGBT charitable causes.

ABOUT THE NETWORK

Chaired by Darren Stolzenberg, a partner in the Funds and Indirect Real Estate team, and with members from across the firm (partners, associates, trainee solicitors and support staff), the network is committed to nurturing a tolerant working environment.

We hold regular meetings to gauge the views of members on issues affecting LGBT employees and matters relating to the wider diversity initiative with a view to shaping the firm's internal policies and working practices.

“We strive to be an outstanding employer and a destination of choice for talented people. We believe that a diverse workplace is a better workplace – diversity matters to us both in terms of human dignity and our long-term business success.”

We are a member of the Interlaw Diversity Forum, a network of LGBT networks within the legal sector. Established in 2008, the Forum organises a range of events, including panel discussions, seminars and networking opportunities, with the principal aim of improving the working environment for the LGBT legal community by encouraging a climate of understanding, respect and inclusion. The Forum has over 600 members from more than 60 law firms and 35 corporate and financial institutions.

ACTIVITIES

Examples of events members have attended include:

- A talk by Peter Tatchell, the human rights activist, on the unfinished battle for LGBT equality in the UK.
- A Black Tie dinner hosted by Ian McKellen in aid of the Albert Kennedy Trust, a charity supporting young LGBT homeless people.
- The Royal Court Theatre's production of Posh for the Interlaw Diversity Forum's Leadership Initiative senior networking event.
- A talk by a distinguished judge who spoke about his career and the situation pre and post 1995 when the government lifted its ban on appointing LGBT judges.