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# THE GLASS CHARTER

**A FRAMEWORK FOR LEGAL FIRMS AND ORGANISATIONS IN SCOTLAND TO PROMOTE PRINCIPLES OF EQUALITY AND DIVERSITY IN THEIR WORKPLACES IN LINE WITH THEIR BUSINESS NEEDS AND RESOURCES.**



The Glass Network  
April 2019

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## FOREWARD

As we approach 2020, the news seemingly reports increasing global violence and degeneration. Therefore, it is becoming even more important to rebalance intolerance with common purposes.

There are many ways to do this, and we think supporting one of the best ways is through supporting local communities and businesses. Since 2014, The Glass Network has supported local LGBT+ communities and businesses in Scotland's legal profession, which benefits more just lesbian, gay, bisexual and transgender people. LGBT+ people are born in and are part of every demographic, meaning any direct support of LGBT+ communities indirectly benefits Scotland's wider BAME, religious, and international communities among many others. All communities and minorities benefit by including and valuing LGBT+ legal professionals, which in turn promotes a healthy, inclusive and sustainable Scottish legal profession.

Through its actions, The Glass Network ('Glass') has garnered support and achievements more than it anticipated at its creation. After formation, Glass co-produced a national campaign on equality in the legal profession, resulting in social media award nominations and culminating in Glass being awarded the 2017 Corporate Social Responsibility Award at the Law Awards of Scotland. During this time, Glass became an official advisory body to the Law Society of Scotland, assisting in the Society's policy-making and promotion of LGBT+ people and their inclusion. As well as hosting events in firms and organisations, Glass has assisted in the creation of LGBT+ and diversity networks in various firms and legal organisations, has connected with LGBT+ organisations in neighbouring jurisdictions, and continues to visibly and vocally advocate for the profession's LGBT+ communities.

More firms continue to support Glass and its objectives, though not all organisations have the resources to promote LGBT+ equality as much as others. Most organisations want to promote equality and diversity in their workplace, but are unsure what to do, what to say, how to begin.

As a result, Glass has developed The Glass Charter, our first product designed to assist organisations who want to promote equality, diversity and inclusion in ways that suit their individual businesses.

Thank you for supporting The Glass Network and The Glass Charter.  
We look forward to supporting you too.

Yours faithfully

**Drew McCusker**

**President, The Glass Network**

# EXECUTIVE SUMMARY

## GLASS' OBJECTIVE

To create a sustainable, healthy and inclusive Scottish legal profession.

## GOALS

1. To unite strategies across Scotland's legal profession in support of LGBT+ diversity and inclusion.
2. To include legal organisations of all sizes, resources and disciplines in the promotion of an inclusive jurisdiction.
3. To assist legal organisations in individual and collective promotion of LGBT+ diversity and inclusion through visible action and vocal practices.

## SOLUTION

The Glass Network has produced The Glass Charter, a framework of five principles tailored to the Scottish legal profession to promote LGBT+ diversity and inclusion nationwide. Unlike most workplace equality frameworks, there is no fee or tallying system - equality has no price tag and is not a competition. Working across Scotland, The Glass Charter can be interpreted and applied by everyone in a manner compatible with their business resources and without external assessments.

## STRATEGY

Legal firms/organisations register to be Ally Firms, then annually apply a minimum of two of the five Glass principles and share their own workplace recommendations with Glass and Charter organisations to nationally raise the standards of inclusion. At the end of the year, Ally Firms submit an Action Report to The Glass Network on:

- the principles applied;
- the manner the principles were applied;
- the benefits and learning outcomes of the principles' applications;
- the principles it will apply in the year after.

Upon submission of its first Action Report, an Ally Firm will be referred to as Charter Firm, having demonstrated its commitment to equality and diversity as prescribed by the Glass Charter.

The Glass Network will host recommendations, practices and policy templates from the sector to unite and share LGBT+ diversity and inclusion across Scotland. Ally/Charter Firms' support will be recognised on the Glass website. Glass will provide marketing material to Ally/Charter Firms for their own website and marketing materials.

## BACKGROUND

### THERE IS A CHANGE IN OUR PROFESSION

#### **Equality has no price tag, yet individually, socially, culturally, we have been paying for it.**

The Glass Network ('Glass') is proud of the accomplishments of Scotland and its legal profession in terms of promoting LGBT+ equality, but resting on our laurels is not an option.

The Law Society of Scotland's 2018 Profile of the Profession ('PoP') reported that that 34% of LGBT+ professionals report personal experience of bullying, harassment or sexual harassment in the workplace.<sup>1</sup> Only a third of trans\* professionals report being comfortable being out at work about their gender identity to everyone<sup>2</sup>, and only 40% of LGB respondents report they were, or would be, comfortable being out at work about their sexual orientation to everyone<sup>3</sup>. The overall data suggested that a third of LGBT+ respondents were not, or would not be, entirely comfortable being out at work.<sup>4</sup> Comments from the PoP included views that private practice is not a welcoming environment for LGBT+ legal professionals.<sup>5</sup>

Common anecdotes are being replaced with statistical evidence. As the world reprioritises itself, our legal profession must also reprioritise its terms of business and its own principles.

### **A SEAT AT THE TABLE : A NEW CHARTER, FOR EVERYONE**

Equality indexes, rankings and guidance material have long been available, but the majority apply non-specific criteria against all businesses and sectors across the UK. A general blanket approach has failed to acknowledge the business resources and characteristics of individual sectors, including the conservative and innovative nature of the legal market and the Scottish jurisdiction. Expensive external assessments have been *status quo*, but are pitched at a higher price point that excludes the experiences of high street firms and sole practitioners who share the same values on diversity but lack the resources and the budget to satisfy equality indexes.

In recognition and response to this, Glass has developed The Glass Charter, a simple framework designed specifically for law firms in Scotland to adopt and adapt to their own business needs without compromising on their support for LGBT+ equality, diversity and inclusion.

Crucially, The Glass Charter is free. There are no membership fees, subscription fees, or Glass consultation fees, because equality should not have a price tag.

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<sup>1</sup> Law Society of Scotland, Profile of the Profession 2018, Page 79

<sup>2</sup> *Ibid*, Page 22

<sup>3</sup> *Ibid*, Page 23

<sup>4</sup> *Ibid*, Page 5

<sup>5</sup> *Ibid*, Page 88

## WHAT MAKES THE CHARTER DIFFERENT

The Glass Charter ('Charter') is comprised of five fundamental principles, allowing organisations to interpret, adapt and apply these principles in a manner suited to their business resources and ethos. These five principles are:

1. Inclusive recruitment
2. Local action
3. Senior buy-in
4. Allied commitment
5. Innovative intersectionality

## HOW THE CHARTER APPLIES IN PRACTICE

For the first year of membership, firms submit their Registration Form to Glass and are called 'Ally Firms'. Their Ally Firm membership will be recognised on the Glass website. During this year, Ally Firms will select a minimum of two of the Charter's five principles to implement. At the end of the first year, an Action Report is required to be submitted to Glass, outlining the implemented principles, the actions taken, the results, and the principles to be implemented for the year ahead. (A template of the Action Report is scheduled to this document.) Upon submission of the Action Report, the Ally Firm will be recognised as a committed 'Charter Firm'.

As an Ally/Charter Firm, firms are asked to share their equality, diversity and inclusion (EDI) recommendations with Glass and thus with other Ally/Charter firms. This builds an accessible bank of best-practice recommendations for all our colleagues and employees to benefit from. In addition, Ally/Charter Firms benefit from support from diversity and inclusion experts, and receive Glass/Charter promotional material for firms' websites and marketing. In addition, Glass has a contact telephone number and email address for confidential advice, questions and support. As an active and visible supporter of a national LGBT+ legal network, people can confirm each firm's status as a Ally/Charter firm on Glass' web page. Either for recruitment or tendering, as an active and visible supporter of a national LGBT+ legal network.

This Charter is designed to be user-friendly, meaning any legal professional from any firm or organisation can use this document as a guide, with templates, explanations of the principles and framework, a glossary and an Action Report all included. Should you have any questions or comments, a member of the Glass committee can be reached on [theglassnetworksco@gmail.com](mailto:theglassnetworksco@gmail.com) for further discussion.

## THE GLASS EFFECT

With the common purpose of building a sustainable, healthy and inclusive Scottish legal, Ally/Charter Firms create a network throughout Scotland for firms of all sizes and discipline, for people of all backgrounds and identities.

# THE GLASS CHARTER

[Name of Organisation] actively supports The Glass Charter ('the Charter') to promote visible LGBT+ equality, diversity and inclusion. As part of this, [Name of Organisation] agrees to implement two of the Charter's five principles, effect an action plan around their selected principles, and submit an annual report on the methods applied, results and learning outcomes to The Glass Network.

## PRINCIPLES

### 1. **Inclusive Recruitment - Recruit to create a diverse workforce**

Adopt practices that visibly welcome applicants, employees, clients and partners of all gender identities and sexual orientations, reduce unconscious bias in the recruitment process and exclusionary procedures and wording.

### 2. **Local Action - Participate in activities and policies that promote LGBT+ equality and diversity**

Visibly support campaigns promoting diversity and inclusion regarding gender identity and sexual orientation, and promote policies which embed EDI as core values.

### 3. **Senior Buy-In - Improve equality and diversity at senior professional levels**

Identify and invest in talented legal professionals and role models, encouraging progress in their careers at all levels (including participation on boards, in senior management and as business owners).

### 4. **Allied Commitment - Share methods of increasing equality and diversity**

Share best-practice, tools, opportunities and training with legal organisations to harmonise and galvanise the increase of equality and diversity in the Scottish legal profession.

### 5. **Innovative Intersectionality - Implement LGBT+ inclusion initiatives with policies in support of other protected characteristics**

Support diversity and inclusion techniques that promote equality for protected characteristics (including gender, race, disability, social mobility, religion, nationality and age), using the [Law Society of Scotland's Equality Standards Framework](#) as guidance.

# PRINCIPLE I

## INCLUSIVE RECRUITMENT

### Aim

Recruit to create a diverse workforce.

### Summary

Adopt practices that visibly welcome applicants, employees, clients and partners of all gender identities and sexual orientations, reduce unconscious bias in the recruitment process and exclusionary procedures and wording.

Developing inclusive practices generates inclusive attitudes and environments, which in turn promotes positive external recognition and reputation. On a larger scale, this catalyses a larger effect on the Scottish legal profession through shared connections. Influencing the attitudes improves the Scottish profession thanks to the connections easily made in a small nation.

### Recommendations

- Provide Equality, Diversity and Inclusion ('EDI') Training, including Unconscious Bias training, to staff at every level in the organisation;
- Promote internally and externally LGBT+ diversity and inclusion as a fundamental value of your organisation;
- Survey the experiences of your staff (LGBT+, straight and cisgender) to learn of their experience in your workplace and in the recruitment process;
- Apply an Equal Opportunities Policy in your recruitment process;
- Have gender neutral application forms with a separate Equal Opportunities monitoring form at the end of the process.



## PRINCIPLE II LOCAL ACTION

### Aim

Participate in, run activities and adopt HR policies that promote LGBT+ equality and diversity in your workplace and the Scottish legal profession.

### Summary

Think globally, act locally, because small actions can affect the world - for now, let's focus on Scotland.

Only one third of LGBT+ legal professionals in Scotland feel comfortable being out the closet (i.e. express and identify with their sexual orientation or gender identity) in their workplace. In order to improve mental health and productivity in both an individual and collective sense, organisations must create inclusive environments which allow individuals to work in an authentic and supportive manner. Any action must be done visibly and vocally, at departmental and organisational levels, as well as externally, making colleagues and clients aware of the values of the organisation.

Developing inclusive internal and external practices generates positive attitudes and environments, which has a larger impact in a nation built on common connections.

### Recommendations

- Embed EDI as a fundamental value of your organisation;
- Survey the experiences of your staff with regards to EDI matters and develop internal policies and standards based on the outcomes;
- Promote LGBT+ equality in your workplace, including reporting mechanisms for harassment and discrimination;
- Implement transition-at-work policies to set a structure to support any employees who may wish to transition from one gender to another;
- Create in-firm organisations for LGBT+ and Allied colleagues;
- Collaborate with local LGBT+ organisations;
- Host/participate in local Pride events;
- Provide EDI Training, including unconscious bias training, to staff at every level in the organisation;
- Recognise and commemorate LGBT+ awareness days, such as International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) (17 May), International Transgender Day of Visibility (31 March), LGBT+ History Month (February) and Pride Month (varies depending on location, typically in or around July/August).

## PRINCIPLE III

### SENIOR BUY-IN

#### **Aim**

Improve equality and diversity at senior professional levels.

#### **Summary**

Diverse perspectives only reach the boardroom when senior employees actively play a supportive role in promoting diversity and inclusion from the top-down.

Having senior management support and buy-in to EDI initiatives mean that talented legal professionals and role models feel valued, encouraging their productivity and career progression through all levels. By including senior management participation on EDI boards and mentoring programs, firms retain their best staff members whilst acquiring new perspectives through their staff's experiences. Alternatively, ensuring there are diverse professionals at senior levels helps to challenge unconscious bias and that diversity EDI is implemented at every level of a business. Only in this way do all glass ceilings and closets get shattered.

#### **Recommendations**

- Ensure colleagues in senior positions actively participate in internal equality/LGBT+ groups and events;
- Embed EDI as a fundamental value of your organisation through an accessible company handbook with outlined policies for transition-at-work and EDI support.
- Have senior colleagues draft articles promoting EDI as a fundamental value of your organisation, then disseminate these articles internally to staff and externally to news agencies;
- Implement reverse-mentoring so senior, straight and cisgender colleagues understand the experience of LGBT+ employees;
- Survey the experiences of your staff , developing internal policies that suit their needs;
- Provide EDI Training, including unconscious bias training, to staff at every level in the organisation;
- Introduce reverse-mentoring programs so real-life experiences of staff are considered for policy and procedure development.

## PRINCIPLE IV

### ALLIED COMMITMENT

#### **Aim**

Share methods of increasing equality and diversity with firms and organisations in Scotland.

#### **Summary**

Being an ally means advocating for others, which is a lot easier when you have a shared interest in the outcome. In sustaining equality, advocating for equality means equality for all, benefitting both collective and individual needs of people regardless of protected characteristics.

With that focus, sharing information, best-practice tips and toolkits from like-minded firms saves time and expenses which firms can put instead to applying practices that suit their businesses. Whether that is hosting conferences, providing templates or lessons learned, linking firms across Scotland widens our networks and strengthens our common causes.

#### **Recommendations**

- Create in-firm organisations for LGBT+ and Allied colleagues, with senior, straight and cisgender colleagues playing an active participatory role in the groups;
- Survey the experiences of your staff, developing internal policies that suit their needs;
- Implement reverse-mentoring so senior, straight and cisgender colleagues understand the experience of LGBT+ employees;
- Share learning outcomes and results of EDI initiatives and promotion with Glass and other Ally/Charter Firms;
- Have senior colleagues draft articles promoting EDI as a fundamental value of your organisation, then disseminate these articles internally to staff and externally to news agencies;
- Provide EDI Training, including unconscious bias training, to staff at every level in the organisation;
- Share EDI recommendations and information with clients and other organisations;
- Host an evening, or collaborate, with a client's LGBT+ network.

## PRINCIPLE V

### INNOVATIVE INTERSECTIONALITY

#### Aim

Implement LGBT+ inclusion initiatives with policies in support of other protected characteristics.

#### Summary

To see someone as one characteristic strips them of identity, which can blind us to potential connections on shared interests and experiences. Intersectionality refers to the consideration that social classification (by class, race, sexual orientation, age, religion, creed, disability and gender) do not exist separately from each other but are woven together. Rather than reinvent the wheel, work done in promoting EDI matters relating to gender identity and sexual orientation can be reapplied for equality regarding race, age, gender, religion, nationality, disability, and social mobility. In addition, the Law Society of Scotland's Equality Standards Framework has template guidance for intersectional equality strategy planning.

Using the Law Society of Scotland's Equality Standards Framework as guidance, or drafting individual plans that suit your business needs, enables firms to branch out inclusive materials and policies for LGBT+ and non-LGBT+ colleagues, again enhancing positive work environments while recruiting and retaining the best staff.

#### Recommendations

- Adopt [Law Society of Scotland's Equality Standards Framework](#);
- Align with and support the work of local equality groups such as Glass, Scottish Ethnic Minority Lawyers Association (SEMLA) and Women in Law Scotland (WiLS);
- Support social mobility initiatives such as the LawScot Foundation and modern apprenticeship schemes;
- Create internal equality groups representing specific minorities or collective equality movements;
- Provide EDI Training, including unconscious bias training, to staff at every level in the organisation;
- Survey the experiences of your staff, developing internal policies that suit their needs;
- Host an evening, or collaborate, with a client's equality network.

## SCHEDULE

# TRANSITION AT WORK

## GUIDANCE NOTES FOR POLICY-DRAFTING

Transitioning from one gender to another is a huge step in a person's life. Having a workplace that supports a transperson makes a significant and positive difference in your colleagues lives before, during and after they make their decision to transition. One major support is having a *Transition at Work policy* in your staff handbook, to make such a transition as respectful and easy as possible for all.

It is outside the competences of The Glass Network to draft a template policy. Glass recommends engaging with a HR Team to help draft such a policy. Should that be outside your business scope, and should you choose to draft a policy yourself, we recommend considering the following points for your company ('the Company'):

1. When an employee informs their supervising team member or a member of the Company's HR department of their gender identity and/or the employee's decision to transition, the Company will respect and acknowledge the employee's gender identity from that moment forward. No proof of gender assignment or reassignment will be required for the Company to recognise and respect the employee's identity.
2. The employee's gender should be changed on all internal documentation and correspondence. If the employee wishes to adopt a different gendered name, the employee's new name should be used on all documentation and correspondence from the point the employee wishes. The Company should ensure that all external correspondence going out from the Company will have the employee's new name and gender pronouns when required.
3. The employee's transition process will be respected by the Company. Should the Company be required to make any further adjustments to support the employee's transition, the employee should identify and inform the Company as such, in line with the Company's guidance on providing reasonable notice.
4. The Company should allow the employee to attend all necessary appointments in aid of their transition. The employee should inform the Company of any appointments in line with the Company's policies regarding external/medical appointments.
5. Any report or allegation of transphobic abuse or discrimination (such as dead-naming or using the incorrect pronouns for the employee) should be handled accordingly, and if need be investigated and disciplined according to the Company's grievance procedure.
6. The Company should provide Equality and Diversity Training to all its staff.

## COMMON MISTAKES

When discussing or deciding about LGBT+ issues, ensure to avoid the following mistakes.

1. Referring to a person, place or noun as 'homosexual' is outdated. Its usage can sound scientific, which risks making people feel they are being ostracised or 'othered'. Try to use contemporary words such as 'gay' or 'lesbian' when discussing sexual orientation/identity, and 'same-sex' when discussing relationships.
2. Usage of 'gay' should only be used to describe identities, and should never be used in a derogatory manner or as an alternative for 'bad', 'rubbish' or 'uncool'. Using 'gay' in a derogatory way connotes that a person who identifies as gay is also associated with negative attributes. Over time, such micro-aggression can have a unhealthy effect on a person's mental health and value, meaning they are unable to bring their full selves and potential to work. Aside from a decrease in productivity, a company that allows the incorrect usage of 'gay' leave the company vulnerable to harassment and discrimination claims in the Employment Tribunal.
3. When creating an internal LGBT+ network, ensure you confirm the composition of the network - i.e. whether it is open to heterosexual and cisgender people to participate. We would encourage LGBT+ networks to be inclusive of heterosexual and cisgender people, primarily for reasons of EDI, and also because LGBT+ issues may affect them more than expected: either they have a LGBT+ friend or family member they want to support, or they themselves are closeted about their own LGBT+ identify.

Mistakes happen; when they do, ensure they are acknowledged and apologised for. As long as respect and dignity is protectively cared for, most people can accept mistakes in the process of getting things right.

## GLOSSARY

| WORD          | MEANING   |
|---------------|---|
| Ally/Allied   | A typical description for a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBT social movements, and challenges homophobia, biphobia and transphobia.   |
| BAME          | Traditional abbreviation for black, asian and minor ethnic communities.   |
| Biphobia      | The dislike of or prejudice of against bisexual people as a social group or as individuals. It can take the form of denial that bisexuality is a genuine sexual orientation, or of negative stereotypes about people who are bisexual (such as the beliefs that they are promiscuous or dishonest).   |
| Bisexual      | A typical description for both men and women who are sexually (and usually romantic) attracted to both men and women.   |
| Cisgender/Cis | Denoting or relating to a person whose sense of personal identity and gender corresponds with the sex assigned at birth.  |
| Closeted      | Adjective of 'being in the closet', a common phrase to describe a person who is not openly accepting of their sexuality or gender identity.   |
| Dead-naming   | When someone, intentionally or not, refers to a transperson by the name they used before they transitioned, it can feel invalidating. If referring to a transperson by their non-affirmed name, then the transperson may feel like they are not respected in their identity, that their transition is not supported, or that others will not make effort to effect the necessary changes. |
| Diversity     | The action or state of many different types of things or people being included in something; a range of different things or people.   |
| EDI           | Abbreviation for equality, diversity and inclusion.   |
| Equality      | The action or state when individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.   |
| Gay           | A typical description of men who are romantically and sexually attracted to men, or women who are romantically and sexually attracted to women.   |
| Gender fluid  | <p>(1) A gender identity that is not fixed as either male or female. This is a separate identity from trans.</p> <p>(2) The term 'gender fluid' has been used as a contemporary alternative to describe a person who identifies as bisexual.</p>  |



| WORD              | MEANING   |
|-------------------|---|
| Gender-neutral    | Denoting or relating suitable for, applicable to, or common to male, female and all other gender identities.  |
| Gender non-binary | A gender identity that does not identify as male or female in the stereotypical gender norms/roles. This is a separate identity from trans.   |
| Heteronormative   | Denoting or relating to a world view that promotes heterosexuality as the normal or preferred sexual orientation.   |
| Heterosexual      | The sexual (and usually romantic) attraction to people of the opposite sex.   |
| Homophobia        | The dislike of or prejudice against gay/lesbian people as a social group or as individuals.   |
| Homosexual        | The sexual (and usually romantic) attraction to people of a person's own sex/gender. The usage of 'homosexual' carries political and social risk and estrangement. The usage of 'lesbian' and 'gay' are encouraged as alternative lexicon.    |
| Inclusion         | The action or state of including or of being included within a group or structure.  |
| Intersectionality | The consideration that various forms of social classification (such as class, race, sexual orientation, age, religion, creed, disability and gender) do not exist separately from each other but are woven together.                          |
| Lesbian           | A typical description for women who are romantically and sexually attracted to women.   |
| LGBT+             | Traditional abbreviation for lesbian, gay, bisexual, transgender plus all other sexual and gender identities such as asexual, queer, gender-neutral, gender non-binary, and gender fluid.   |
| Misgender         | The act of using incorrect gender pronouns for a person.  |
| Pansexual         | The sexual (and usually romantic) attraction towards people regardless of their sex or gender identity. Similar to bisexual, however pansexuality includes people whose gender identity is non-binary.  |
| Queer             | An identity that has been taken back as a word to be more inclusive for individuals whose gender or sex is non-conforming, incorporating all of the LGBT+ community. The usage of 'queer' carries political and social risk and estrangement. |
| Transphobia       | The dislike of or prejudice against transsexual or transgender people as a social group or as individuals.  |

| WORD                     | MEANING   |
|--------------------------|---|
| Transgender/Trans/trans* | Relating to a person whose sense of personal identity and gender does not correspond with the sex/gender identity assigned to them at birth.  |
| Unconscious Bias         | Social stereotypes about certain groups of people that individuals form outside their own conscious awareness due to their own background, personal experiences, societal stereotypes and cultural context. Unconscious bias happens when incredibly quick judgments and assessments of people and situations are made without consideration of the individual characteristics. |

## DIVERSITY DATES TO REMEMBER

| Date        | Day  |
|-------------|--|
| January     | Cervical Health Awareness Month  |
| January 4   | World Braille Day  |
| January 21  | Martin Luther King Jnr Day   |
| January 27  | Holocaust Memorial Day   |
| February    | <ul style="list-style-type: none"> <li>LGBT History Month</li> <li>UK National Heart Month</li> </ul>  |
| February 4  | World Cancer Day   |
| February 20 | World Day of Social Justice  |
| March       | <ul style="list-style-type: none"> <li>Women's History Month</li> <li>Prostate Cancer Awareness Month</li> <li>Ovarian Cancer Awareness Month</li> </ul> |
| March 1     | UN Zero Discrimination Day   |
| March 8     | International Women's Day  |
| March 21    | <ul style="list-style-type: none"> <li>International Day for the Elimination of Racial Discrimination</li> <li>World Down's Syndrome Day</li> </ul>      |
| March 31    | Transgender Day of Visibility  |
| April       | <ul style="list-style-type: none"> <li>Stress Awareness Month</li> <li>Bowel Cancer Awareness Month</li> <li>Parkinson's Awareness Month</li> </ul>      |
| April 2     | World Autism Day   |
| April 3     | World Health Day   |
| April 22    | Earth Day  |
| April 28    | World Day for Health & Safety at Work  |
| May         | <ul style="list-style-type: none"> <li>Action on Stroke Month</li> <li>Scottish Mental Health Arts Festival</li> </ul>                                   |
| May 17      | International Day Against Homophobia, Transphobia and Biphobia   |

| Date         | Day  |
|--------------|--|
| June         | <ul style="list-style-type: none"> <li>Refugee Festival Scotland</li> <li>Motor Neurone Disease Awareness Month</li> <li>Stillbirth &amp; Neonatal Death Awareness Month</li> <li>National Hospice Month</li> <li>Men's Health Awareness Month</li> <li>Gypsy, Roma and Traveller History Month</li> </ul> |
| June 14      | World Blood Donor Day  |
| June 23      | International Women in Engineering Day   |
| July         | <ul style="list-style-type: none"> <li>Sarcoma Awareness Month</li> <li>International Women with Alopecia Month</li> </ul>   |
| July 18      | Nelson Mandela International Day   |
| July 31      | International Day of Friendship  |
| August       | Health & Safety Month  |
| August 1     | World Breastfeeding Week   |
| August 12    | International Youth Day  |
| September    | <ul style="list-style-type: none"> <li>Sickle Cell Awareness Month</li> <li>Childhood Cancer Awareness Month</li> <li>International Blood Cancer Awareness Month</li> <li>World Dementia Awareness Month</li> </ul>  |
| September 21 | World Alzheimer's Day  |
| September 23 | Bi Visibility Day  |
| October      | <ul style="list-style-type: none"> <li>Black History Month</li> <li>Breast Cancer Awareness Month</li> <li>Down's Syndrome Awareness Month</li> <li>Lupus Awareness Month</li> <li>Global Diversity Awareness Month</li> </ul>   |
| October 1    | International Day of Older Persons   |
| October 10   | World Mental Health Day  |
| October 11   | International Day of the Girl Child  |
| October 17   | International Day for the Eradication of Poverty   |
| October 24   | United Nations Day   |

| Date        | Day  |
|-------------|--|
| November    | <ul style="list-style-type: none"> <li>• Lung Cancer Awareness Month</li> <li>• Pancreatic Cancer Awareness Month</li> <li>• Mouth Cancer Action Month/Movember</li> <li>• Men's Health Awareness Month</li> </ul> |
| November 13 | World Kindness Day   |
| November 14 | World Diabetes Day   |
| November 19 | International Men's Day  |
| November 20 | <ul style="list-style-type: none"> <li>• Transgender Day of Remembrance</li> <li>• Universal Children's Day</li> </ul>   |
| November 25 | International Day for the Elimination of Violence Against Women  |
| December    | Universal Month for Human Rights   |
| December 1  | World AIDS/HIV Day   |
| December 2  | International Day for the Abolition of Slavery   |
| December 3  | United Nations' International Day of Persons with Disabilities   |
| December 10 | Human Rights Day   |
| December 18 | International Migrants Day   |



## THE GLASS CHARTER - REGISTRATION FORM

**Firm/Organisation:**

**Year: 20    /20**

**Selected Glass Principles:**

**1**

**2**

**Action Plan:**

**Aims:**

**Organisation's Equality and Diversity Background:**

**Contact Info**

**Name:**

**Email:**

**Telephone:**

# THE GLASS CHARTER - ACTION REPORT

**Firm/Organisation:**

**Year: 20 /20**

**Glass Principles Applied**

1

2

**Methods Applied:**

**Results:**

**Learning Outcomes:**

**Principles for the Year Ahead:**

1

2

**Action Plan:**

**Feedback:**

## ABOUT THE GLASS NETWORK

The Glass Network is an awareness-raising and networking group for LGBT+ and allied members of the Scottish Legal profession. Our organisation is open to all legal professionals in Scotland and welcomes people of all sexual orientations and gender identities, including those identifying as straight and cisgender.

The Glass Network aims to promote an understanding of LGBT+ issues within our profession, awareness of LGBT+ equality in our workplaces, and a visibly inclusive environment for all of our friends and colleagues.

This is sought by pursuing the following objectives:

1. Produce and promote campaigns and initiatives that champion LGBT+ equality, particularly in the workplace;
2. Act as an advisory body to the Law Society of Scotland and other professional organisations on LGBT+ equality matters;
3. Provide open and free networking opportunities for members of, and for people working with, the Scottish legal profession;
4. Offer informal support to members of the profession who identify as LGBT+ by way of our wider community;
5. Collaborate with firms and other organisations to enhance our intersectional perspective on diversity and inclusion matters.

If you want to join the committee, to collaborate on an event, or want further information, please contact Glass on the points below.

## FURTHER CONTACT INFORMATION

Website <https://theglassnetwork.squarespace.com/>

Email [theglassnetworksco@gmail.com](mailto:theglassnetworksco@gmail.com)

Twitter [@glassnetworksco](https://twitter.com/glassnetworksco)

LinkedIn <https://www.linkedin.com/company/the-glass-network/>

## COMMITTEE MEMBERS

President Drew McCusker

Secretary David Murphy

Committee Member Louise McErlean

Committee Member Alan Inglis

Committee Member Laurie Anderson