



# THE WOW! NETWORK

Women Out Work - working to support, guide and connect with LGBT women at work

## OUR ANNUAL REPORT 2018



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# Welcome to our Annual Report for 2018 !

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## MISSION STATEMENT

Here at WOW, we have a clear mission statement -

**Working to support, guide and connect with LGBT women in the workplace**

We have worked tirelessly to make sure we fulfill this mission –

### SUPPORT

We've maintained and grown The WOW Facebook page, a private only page where members can chat to others, share their stories and access support tools. We've also published the site via the website, LinkedIn and Twitter, so we can be accessed by those outside of Facebook.

### GUIDE

Throughout the year we've created a range of guidance videos, building on traditional workplace guidance with a truly LGBT twist. We've also linked to other guidance materials and charities where our members can get further support and help.

### CONNECT

We've attended several Prides over the year, from Trans Pride Scotland, Birmingham and Edinburgh, Pride in London and Glasgow Pride.

We've connected with new members through our interviews with the BBC, Pride in London and the School of Fertility, and extended our reach in the community by collaborating with a range of organisations, from Stonewall to the Equality Network.

## DIRECTOR'S STATEMENT

Welcome to our annual report for 2018, looking back on how The WOW Network has developed and continued to expand over the last 12 months!



I am very proud to run the only network in the UK that is exclusively run for LGBT women in the workplace. Our network has expanded to include a new executive team, patrons, and champions supporting us both via social media and at our events. We've worked with some new organisations and continued to work with partner charities.

We have continued to provide our members with the support and tools that they need to come out in the workplace, and to continue to be out in the workplace. Whilst we realise this isn't easy, we believe that a strong network of support makes it easier than coming out alone.

We've attended 5 Pride events, been featured in 3 publications and attended further events so our members can connect with us, and with other members.

I'm so excited for 2019!

A handwritten signature in blue ink, appearing to read "L. Charlwood-Green".

Lisa Charlwood-Green

Director

## EXECUTIVE TEAM'S STATEMENT

We've had a fantastic year here at WOW, helping our members and taking part in a variety of activities.

We are so pleased to have our new patrons – Linda Riley, Jacqui Gavin and MP Hannah Bardell on board. We are excited to collaborate further with our patrons in the coming year.

We have also started the process to become a registered charity, with the hope that this will increase our presence in the UK LGBT market, give our members longevity and provide funders with a trust and understanding for who we are.

The funding for this year came from 3 main sources as we were awarded money by Babcock, Big Lottery, and Lush.

In 2019 we are planning on diversifying our funding streams to allow us to continue to attend more events and Prides across the country.

Without financial support we would struggle to do the work we do, so thank you to all of those who have contributed.

## 2018 HIGHLIGHTS

### January

Members survey results

All members were given the opportunity to view the Annual Report for 2017 and to feedback their thoughts and opinions in the member survey.

Members stated that they would like to see more members share their stories and more social occasions across the country.

The executive team committed to making that happen!



### February

Queer Champions is launched for LGBT History Month

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The exhibition Queer Champions opened to fanfare in the Scottish Parliament, and Lisa was lucky enough to bag an interview with MP Hannah Bardell.

Hannah talked about what LGBT History Month means to her, the importance of the exhibition, and also why she was happy to support the work of The WOW Network.

Lisa's blog post and interview with Hannah was featured in Holyrood magazine, giving WOW a more political exposure.

Later that month, Lisa and WOW treasurer Sophie also attended the official launch event for the exhibition.

## 2018 HIGHLIGHTS

### March

The WOW Network  
attends Trans Pride  
Scotland

The network was delighted to attend the very first Trans Pride Scotland event, participating in both the march and hosting a well-attended workshop. Joining WOW director on the day, Trans member Sarah said 'It was a fabulous turnout and an amazing day! The workshop I co-hosted was really fun and got great feedback.'

Elsewhere, our work was highlighted on the Pride in London blog, and Lisa was again asked to speak about her experience as a same-sex parent, writing for The School of Fertility.

March was also the month when our patrons came on board!



### March

The WOW Network  
attends Trans Pride  
Scotland

### April

The WOW Treasurer and  
Director TV appearance

The news of Ruth Davidson's pregnancy set political alerts off up and down the country, with many news programmes searching for their own unique slant on the story.

Sophie, Lisa and their children were asked onto BBC2's Timeline to discuss the news and talk about their experiences of being same-sex parents. Their oldest son Léo said 'I loved being on TV – the next day my whole class watched it in school!'

Elsewhere we were accepted as the first UK wide LGBT group in the Stonewall 'Employment' category for their directory 'What's in my Area'.

## 2018 HIGHLIGHTS



### April

The WOW Treasurer and Director TV appearance

### May

The WOW Network attends Birmingham Pride

This month saw our return to Birmingham Pride. Four representatives marched through the city, handing out WOW leaflets and spreading the message.

There was a fantastic atmosphere and a fun day was had by all.

Séb, one of our WOW Champions said 'This was my first time at Birmingham Pride and I loved it. I can't wait to go to the next one!'

Earlier in the month, our new Trans Rep Lena was introduced.



### May

The WOW Network attends Birmingham Pride

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## 2018 HIGHLIGHTS

june

Edinburgh Pride

The WOW Network attended Edinburgh Pride for the first time, running a very popular stall and also marching with the crowds through Edinburgh.

What was a damp day turned into a fantastic afternoon as we were able to speak to hundreds of Pride participants about the work we do, and made lots of useful contacts to collaborate with too!

Although this was our first time at Edinburgh Pride, after such a warm reception we will certainly return!

We had a very busy month with two Prides in two weeks! Starting off with Pride in London where we had a number of supporters join us on the march, for a truly electric atmosphere on a glorious day! Several thousands of people lined the streets, and many new members signed up as a result.

A week later we were back up north for Pride Glasgow, where we were busy all day on our stall. We also got to catch up with a few familiar faces, including Thomas Anderson from the PrideFace and Inclusive Networks project. We also signed up lots of new members and had lots of fun with the drag queens on the stall next door!

july

Pride in London and Glasgow

july

Pride in London and Glasgow



## 2018 HIGHLIGHTS

The Director of The WOW Network detailed her surrogacy journey on her blog.

Lisa told of her journey so far, her feelings on the subject and the plans for the rest of the pregnancy.

Lisa followed this up with a video about parenthood, with the most annoying questions same sex parents get asked.

Her children made a cameo at the end and were very excited to be involved.

### August

WOW Director shares her surrogacy journey

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WOW Director shares her surrogacy journey



The WOW Network were busy talking about Alternative Families week, Staff Networks and supporting our Trans and non-binary members and friends by promoting #LwiththeT.

#LwiththeT is a hashtag which promotes the support of Trans and Non-Binary people by Lesbians, as a direct response to the #GettheLOut which promotes Lesbians removing themselves from the LGBTQI+ banner.

### September

#LwiththeT

## 2018 HIGHLIGHTS

### September

#LwiththeT



The Director of The WOW Network was shortlisted for the Scottish Diversity Hero of the Year award at the Scottish Diversity Awards.

Lisa was nominated for her groundbreaking work in The WOW Network, her contribution to several charities, including sitting on the board of two Scottish charities, LEAP Sports Scotland and Outspoken Arts.

Although Lisa didn't win, it was an excellent chance to network with Scotland diverse elite workforce, and an opportunity to catch up with Christine McKelvie MSP who leads the Scottish Parliament working group for Equalities.

### October

WOW attends the Scottish Diversity Awards

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## 2018 HIGHLIGHTS

### November

Trans Awareness week  
and Stonewall conference

The WOW Network Director was invited to speak at the Stonewall conference. This was also a great opportunity to catch up with WOW members and to make some new ones!

We also had members share their story for Trans Awareness Week. Two blog posts from members at very different stages in their transition spoke about their personal challenges, emotions around Trans Week and why it is an important date for them.

The WOW Network we delighted to reach 200 members!

We were overjoyed to reach even more women in 2018 and to be able to connect with LGBT women and organisations across the country.

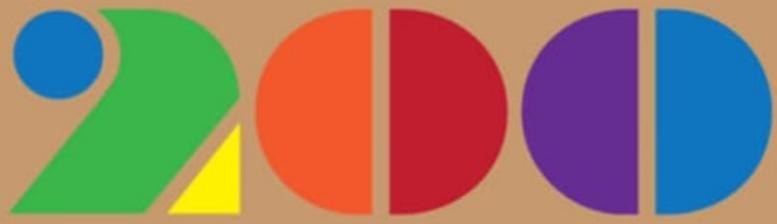
We also responded to backlash for the Mermaids funding by offering online support. As a fellow organization dependant on funding to survive, helping people to understand why these services are necessary and what we do within the community is very important.

### December

WOW reaches 200  
members and supports  
Mermaids

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## ANNUAL BUDGET REVIEW

This year we were lucky enough to have funding provided from three sources – the Babcock Clyde Community fund, Lush Community fund and Big Lottery.

This has allowed us to carry out the following events –

- ✓ **LGBT HISTORY MONTH TOUR**
- ✓ **BIRMINGHAM PRIDE**
- ✓ **GLASGOW PRIDE**
- ✓ **PRIDE IN LONDON**
- ✓ **AGM**

The budget was allocated as shown –

Item	Details	Price
Birmingham Pride	Travel for 4 representatives	£200
Glasgow Pride stall	Stall hire	£192
Glasgow pride travel	Travel for 3 representatives	£18
London Pride	Travel for 2 representatives, Parade fee	£140
Trans Pride Scotland	Travel for 2 representatives, stall fee	£36
Edinburgh Pride	Travel for 3 representatives, stall fee	£45
LGBT History Month tour	Travel for 3 representatives	£10
AGM	Refreshments	£10
Supplies (banner and poles)	Walking banner	£258
Stickers	1,000 stickers	£52
Balloons	For stall use	£6
Face paint	For Pride events	£6
<b>TOTAL</b>		<b>£998</b>

## LOOK AHEAD TO 2019

In 2019 we intend to attend several Prides and more events. Here's what we have in store so far...



We really hope to see lots of our members out and about!