

# THE WOW! NETWORK

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

## OUR ANNUAL REPORT 2017



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# Welcome to our Annual Report for 2017!

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

### GUIDE

Throughout the year we've created a range of guidance videos, from coming out at work to the importance of having a role model. We've also linked to other guidance materials and charities where our members can get further support and help.

### CONNECT

We've attended both Birmingham and Glasgow Pride in 2017, co-hosted a pre-Pride Glasgow event and a Christmas AGM, so that we can connect with you, our valued members.

## DIRECTOR'S STATEMENT

Welcome to our annual report for 2017, looking back on how The WOW Network was conceived, started and has continued to grow 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 work has taken us across the country, and given us the chance to collaborate with a number of different organisations and charities.

We have worked hard to give our members 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 two Pride events in our first year and hosted a further two events so our members can connect with us, and with other members.

Here's to 2018!

A handwritten signature in blue ink, appearing to read 'L. Charlwood-Green'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Lisa Charlwood-Green

Director

## TREASURER'S STATEMENT

We've had a great first year here at WOW, applying for different grants and fundraising with a variety of activities.

I'm pleased to report that we were able to fund representation at both Birmingham and Glasgow Pride, and funds were used to create branded t-shirts, business cards, postcards and signage, as well as cover travel and accommodation for our Director in Birmingham.

This funding came from two main sources in 2017 – the Director of WOW made a personal contribution, and we were awarded funding by Babcock from their community fund in both April and October.

We have also been able to collaborate with Virgin Money who have let us use their fabulous executive lounge in Glasgow on three separate occasions – our Pre-pride event, our Pride meeting space and our Christmas Annual General Meeting.

In 2018 we already have money secured from LUSH community project fund and the Big Lottery fund, which we will use to put on more events and attend more Pride events.

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



Sophie Charlwood-Green

Treasurer



## 2017 HIGHLIGHTS

### February

The WOW Network is conceived

Lisa first had the idea for The WOW Network when one of her work colleagues approached her for advice on how to come out.

Realising that she had been in this position many times before, Lisa started to think about how LGBT women at work could be best supported, especially in workplaces with an LGBT staff network or more hostile workplaces.

After reading 2016 statistics that stated that 46% of Lesbian and Bisexual women were too afraid to come out at work, Lisa was even more compelled to do something.

So she conceived The WOW Network – Women Out Work!

The first WOW platform was the member forum. A private, approved space which is just for LGBT women and a small amount of straight female allies was set up.

The safety of members is paramount – members can only join when they have been approved, and only women can join, to keep it a safe space for members.

The network kicked off with an introductory video, which was viewed more than 1000 times in the first day!

With this momentum, Lisa understood that messages needed to be targeted and useful to members and the wider audience.

### March

The WOW Network is launched on Facebook

The first WOW event was Birmingham Pride. Four representatives marched through the city, handing out WOW leaflets and spreading the message.

There was a 10% sign up to the Facebook group of all people reached, and a fun day was had by all.

Angela, one of our WOW Champions said 'Pride was wonderful, the atmosphere was fantastic and I felt incredibly lucky to experience it.'

The attendance at the Pride was a great first start to WOW events!

### May

The WOW Network attends Birmingham Pride

## 2017 HIGHLIGHTS



*May*

The WOW Network attends Birmingham Pride

*June*

The WOW website, X3P and Twitter are launched

The WOW Network expanded its social media platforms with a new Twitter account and a website, allowing the wider audience to engage with The WOW Network and the X3P project.

Engagement of site visitors is maintained with the videos, links to the X3P Facebook page and WOW Network group, and Twitter and LinkedIn accounts.

The X3P was also launched via a Facebook page with an accompanying video, explaining the reasons for preferred pronouns, and the X3P email banner is available as a download from the website. With X3P we are also able to engage with all LGBTQI people, regardless of gender identity.

The WOW Network hosted its first collaborative event alongside SWAN LGBT Networking, with a celebratory event just ahead of Pride Glasgow.

The event attracted people across the LGBT community, and featured guest speakers, WOW cake pops and Pride giveaways at the Virgin Lounge in Glasgow.

The next day WOW were back at Virgin to meet and greet their WOW Champions, armed with coffee and croissants!

14 people joined WOW on the march, again reaching great engagement with the crowd.

*August*

WOW attends Glasgow Pride & hosts Pre-Pride



## 2017 HIGHLIGHTS

### August

WOW attends Glasgow  
Pride & hosts Pre-Pride



The Director of The WOW Network was asked to take part in the art exhibition, Queer Champions.

This involved Lisa having her photo taken by renowned photographer, Ajamu Ikwe-Tyehimba.

The exhibition features a range of LGBT activists, celebrities, artists and campaigners.

The series of black and white photographs will be exhibited in February 2018 as part of LGBT History Month. The project was a collaboration by Outspoken Arts, The Equality Network and Street Level Arts.

### September

WOW Director takes part  
in Queer Champions

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## 2017 HIGHLIGHTS

The WOW Network took part in the BiTastic!, a day of conference and activities around Bisexuals and Trans people in Inverness. WOW had a stall at the event and Lisa held a workshop about how best to support bi, trans and non-binary people.

WOW were also shortlisted in the Community Group of the Year category in the Pink Awards, a national LGBT awards held by Pink News. The awards ceremony was held in Westminster and was a great opportunity to network with a host of celebrities, politicians and other LGBT groups. Although we didn't win, WOW were delighted to be shortlisted for such a prestigious award just six months after launching.

October

WOW attends Bi-Tastic!  
and the Pink Awards

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The Director of The WOW Network was asked to speak at the National Fertility Show, speaking about her experiences as a same sex parent, from choosing a type of donor, to school years and beyond.

The event was held in London's Olympia, and was the first time that an LGBT panel had been featured amongst the speakers.

Lisa was able to share her experiences with other LGBT parents-to-be, and speak about her work with WOW.

The talk received excellent feedback and is set to be featured again at the next Fertility Show event.

November

WOW Director speaks at  
National Fertility Show

## November

WOW Director speaks at National Fertility Show

**15.45 - 16.30**  
**Natalie Gamble with LGBT parents**  
**Lisa Charlwood-Green & Michael Tierney-Gore**  
Natalie Gamble Associates  
LGBT parenting in the UK

THE **FERTILITY SHOW** In association with  
fertilitynetworkuk

**LONDON OLYMPIA 3 - 4 NOVEMBER 2018**

The WOW Network held their first AGM in the Virgin Money lounge, where members were asked to vote on the additions to the executive team of a bi rep, trans rep and an ally.

Members were given the opportunity to vote online, in person or via email.

2 new Executive Boards member were appointed –

Angela Trickett – Ally Rep

Carolyn Watt – Communications

We are happy to have them on board and ready for 2018!

## December

WOW celebrates with Christmas party and AGM

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# ANNUAL BUDGET REVIEW

This year we were lucky enough to have funding provided from two sources – the Babcock Clyde Community fund and the Director’s personal investment. Some services were also given to the network, from Virgin Money Glasgow, allowing us to use their members lounge for meetings and events.

This has allowed us to carry out the following events –

✓ *Birmingham Pride*

✓ *Pre-Pride Glasgow social*

✓ *Pride Glasgow*

✓ *Christmas party/AGM*

The budget was allocated as shown –

Item	Details	Price
Website and domain name	x1 2 year contract	£161
Business cards	200	£47
Branded t-shirts	20	£59.50
Branded bags	2	£3.80
Branded boards	8	£8.50
Branded postcards	5,000	£32
Branded roller banner	1	£29
ID lanyards	10	£15.90
Whistle lanyards	10	£14.90
Travel and accommodation		£209
Event supplies		£10
Pride supplies (rainbow flags etc.)		£81.40
<b>TOTAL</b>		<b>£673</b>

# LOOK AHEAD TO 2018

In 2018 we intend to attend several Prides and host more events. Here's what we have in store so far...

**February**

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Notes

**LGBT History Month tour, Edinburgh**

  

**May**

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Notes

**Pride Birmingham**

  

**July**

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Notes

**Pride in London**

  

**August**

M	T	W	T	F	S	S
						1
	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Notes

**Pride Glasgow**

  

**December**

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Notes

**AGM & Xmas Gathering**

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