

# RIA and Women in Rail Launch First physical EDI Charter event of 2022

August 18, 2022



The Railway Industry Association (RIA) and Women in Rail (WR) Equality Diversity & Inclusion (EDI) Charter Working Group are hosting their first physical event of the year, titled “PRIDE 2022”.

Held in RIA’s Westminster offices, the agenda features a range of viewpoints and speakers from across the railway. These perspectives will be presented in a safe, encouraging space, and are great stories for both the railway’s LGBTQ+ community and allies. D/Gauge are proud to be active members of the Equality, Diversity and Inclusion Working Group and are pleased to support the event.

Studies by the Stonewall Foundation showed that 1 in 5 people have been attacked, verbally or physically for their sexuality whilst at work. The EDI charter is hoping to encourage dialogue in inner railway communities and educate one another. It is vital the railway upskills its thinking to ensure it is a safe space for colleagues and passengers.

The day is recommended for any seniority level or role, especially people managers, policy makers, or network group members. The event will provide tangible advice on how to nurture and support colleagues to obtain business diversity and growth; both internally and externally and hear from LGBTQ+ individuals

currently working in rail. This workshop is recommended for individuals who feel intimidated by approaching LGBTQ+ issues in the workplace, and will be a safe space to discuss, network and challenge one another positively.

Following a successful representation at the recent London Pride, Network Rail's LGBTQ Network group "Archway" will be presenting a case study on how the organisation has made improvements to the working lives of the LGBTQ+ community.

Darren Fodey, Rail Partner at Stephenson Harwood, has been confirmed as a keynote speaker, speaking about the importance of supporting diverse individuals within rail. Stephenson Harwood are also sponsoring a networking drinks reception following the event, demonstrating their commitment to being at the forefront of change and positive impact in the Diversity and Inclusion space.

Tom Flannery from SNC-Lavalin/Atkins will be leading a session on being an ally to colleagues from the LGBTQ+ community, and how heterosexual colleagues can offer solidarity and support to those at differing stages of their journeys.

Paul McGunnigle-White, EDI Working Group member and Treasury Manager at C2C will be chairing the event and sharing his personal experiences. There will be opportunity to ask questions in a group discussion with Working Group members at the end of the workshop.

For registration, please visit the RIA Website at <https://www.riagb.org.uk/EventDetail?EventKey=PRIDE22> and reserve a place. The workshop will be followed by a sponsored drinks reception, which delegates who cannot make the course are welcome to attend. This will begin at 17:00 onwards.