

## Portico launches new D&I education sessions

2 years ago



Portico's culture of equality, diversity and inclusion will be further strengthened this month with the introduction of a series of new employee education and awareness sessions. The first in the series will mark International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) which was on May 17<sup>th</sup>.

Founded in 2004, IDAHOBIT aims to raise awareness of discrimination against LGBTQ+ people to drive positive change and is now celebrated in more than 130 countries around the world. The date of May 17th was chosen to commemorate the World Health Organisation's decision in 1990 to declassify homosexuality as a mental disorder. IDAHOBIT is a reminder that although LGBTQ+ representation and awareness is increasing, LGBTQ+ individuals still face challenges daily.

Titled 'Awareness, Allyship and Authenticity', this webinar is open to all employees. It will provide facts and statistics about the gay, bisexual and transgender communities, consider what 'allyship' looks like at Portico and explore the importance of a culture that allows everyone to bring their authentic selves to work.

A heightened focus on equality and diversity is important because the last census in England and Wales (conducted on 21 March 2021) was the first to ask people about their sexual orientation and gender identity. We now know that over 1.3 million people in England and Wales identify as lesbian, gay, bisexual or other sexual orientations. The census also revealed that 262,000 people (0.5%) said their gender identity was different from their sex registered at birth.

The sessions will be led by Portico's Head of Learning and Development David Bevens, who commented: "As a people-centred business, Portico passionately believes that everyone should feel able to be their

authentic selves at work and is dedicated to promoting a culture of equality and diversity.”

David continues: “I believe that knowledge is power, knowledge supports awareness and awareness can help us grow as individuals. These new sessions seek to further strengthen our Portico culture where we embrace and feel comfortable sharing our true selves, cherishing difference, and valuing diversity. Portico is a patchwork quilt of brilliance; whoever you are, you have a place here. I hope that as many people as possible will be inspired to join the sessions.”

Further diversity and inclusion webinars are planned for the future on topics such as inclusive language and women in business.

For more information, please visit: <https://portico.co.uk/>.