

Achievements 23/24



THE INTERNATIONAL PLATFORM FOR LGBTIQ+ INCLUSION AT WORK

Pride Parades:
London Pride 2023 & Caerphilly 2024

Joined Workplace Pride - May 2023

Transgender Day of Visibility 2023
News by DS Smith

Transgender Day of Visibility is an international event on 31 March, dedicated to recognizing the resilience and accomplishments of the transgender community. On this day, organisations and individuals celebrate the transgender community, raise awareness about the struggles that they face, and recognise the progress made so far.

The LGBTQ+ & allies network at DS Smith have interviewed three individuals with a unique insight into this community in order to offer a resource for those who wish to find out more about this group and the issues that they face. Each video is interesting and informative, and may help broaden your understanding of the Trans community, as well as an opportunity to hear from a colleague who has been personally affected.

Lee Clatworthy, Vice-chair of Sparkle, answers questions and discusses his thoughts on why companies can be more inclusive – The UK National Transgender Charity began as the organizers of the annual Sparkle Weekend, and also organises Manchester's Transgender Day of Remembrance service. Sparkle's mission is to promote a positive public image of the Trans community within the UK and beyond. Their aim is to build confidence and resilience, to develop understanding and cohesion in society and to challenge stigma.
URL: Home | Sparkle - The National Transgender Charity

Kerrie Randall-Bach, Close personal acquaintance of Alan Hart, Sales Manager Strategic Accounts shares his personal story as a member of the Trans community, inclusive of his childhood experiences, through to several surgical procedures and operations to his life now. It is a very insightful, touching reading which goes in depth in to how Kerrie has balanced psychological and physical elements to his transition.

Terry Fealey, General Manager of DS Smith Barroch shares his experience as the father of a Trans male and how his son's journey affected himself and his family, as well as his initial reactions and how he grew to support his child as they transitioned. Terry is now a proud advocate for the Trans community and is happy to discuss his journey, especially if it helps other experiencing similar circumstances.

Trigger Warning: This video goes into detail of all the operations Kerrie has undertaken to date, please find some time stamps below should you wish to skip this information.

Time Stamps (should you wish to avoid certain details)
Pre-operative years 00:00 - 12:55
Binding & Operation details 12:55 - 22:55
Current life and experiences 22:55 - 30:12

To watch the video, click here: [Sparkle.org.uk](#)
[Transgender Charity perspective](#)

To watch the video, click here: [Kerrie Randall-Bach](#)
[First person account](#)

To watch the video, click here: [Terry Fealey](#)
[First family perspective](#)

Supported and advised 'Gender Diversity Network' with their 'Intl. Non-binary people's day' network call



DEI pin badges and office flags!



You're registered for Workshop: International Pronouns Day presented by Workplace Pride

DS Smith <noreply@dssmiths02.eur1.teams-events.com>
To: Recipient

You're registered for Workshop: International Pronouns Day presented by Workplace Pride

Hi Attendee First Name,

Your spot is reserved for this event.

Workshop: International Pronouns Day presented by Workplace Pride
17 October 2023, 14:00 - 15:00 GMT

We look forward to seeing you!

Sincerely,
Mole Pippa

DS Smith

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Pronouns workshop Oct 23

Safety Share

We are a diverse and inclusive company

- We believe it is everyone's right to be seen and respected
- Ultimately this is a safe environment for everyone and a zero tolerance policy is applied to anyone who prevents this enablement
- ALL employees should feel psychologically and physically safe at work
- Official policy here: [Group \(Ptc\) - Equal Opportunities and Anti-Discrimination Policy - All Documents \(Sharepoint.com\)](#)

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Psychological safety share April 24

BT+ History Month

Dr Louisa Martindale, Fellow RCP, OBE

I would like to shine a light on Dr Louisa Martindale, who became the first woman GP in Brighton, UK. Alongside other Brighton feminists, she developed the New Sussex Hospital for Women, where she was a senior surgeon and physician. She then became a specialist in the early treatment of cervical cancer and was awarded the OBE in 1933.

DS Smith

February is LGBT+ history month!

Shared Share

Dr Alan Hart, Transgender Health UK

I have chosen Dr. Alan Hart, whose unwavering determination led him to consistently challenge discrimination. His ground breaking X-ray skills in identifying tuberculosis saved countless lives, contributing significantly to the management and containment of this disease. Despite the public stigma associated with tuberculosis, Dr. Hart remained integral to public health improvements and understanding.

DS Smith

February is LGBT+ history month!

Shared Share

LGBT history month Feb 24
33K reach on social media

