

What it means to be an ally

What it means to be an ally to Derbyshire County Council's LGBT employee network

An interview with Angela Glithero

Assistant Director, Economy Transport & Environment

Why did you become an ally?

My journey started with a jolt at a diversity conference that the Council organised.

One of the speakers at the conference talked about the importance of listening, and taking notice of what life is like for people who perhaps don't fit in with the mainstream.

I listened to some of our staff and I learnt that the work environment can still be difficult for people who feel they are not able to be themselves. I also discovered there were lots of people already working hard to raise awareness of why the organisation should be taking these issues seriously.

What is involved in being an ally?

All I need to do as an Ally is give my support, speak to people who can help to get some of the good ideas off the ground, and demonstrate my commitment by being a champion of the cause.

There are lots of great ideas out there, and people willing to make them happen. All they need is someone to listen and break down a few barriers so they can be implemented.

What difference has being an ally made?

The result has made a real difference – helping to raise the profile of equality and diversity among all staff through events such as LGBT History month, International Day Against Homophobia and Transphobia and keeping us in the Stonewall Top 100 Equality index.

A few committed people have started to change the culture – a huge achievement in such a big organisation.

