

Diolch am eich diddordeb mewn dod yn Gefnogwr PRISM - croeso cynnes i'r Rhwydwaith!



Mae'r Rhwydwaith PRISM yn dibynnu ar aelodau a chefnogwyr, pob un ohonynt yn wirfoddolwr, i godi ymwybyddiaeth o gynhwysiant ac amrywiaeth.

Nid oes angen i gefnogwr nodi ei hun fel LHDTRh + ond dylai fod yn frwdfrydig ynghylch cefnogi cydraddoldeb ac amrywiaeth yn y gweithle, yn ogystal â'r gymuned ehangach.

Mae PRISM yn annog cefnogwyr i gymryd rôl weithredol a gweladwy, ond mae lefel y gefnogaeth yn dibynnu ar bob unigolyn. Mae gan bawb yr hawl i deimlo'n gyfforddus yn y gwaith. Yn aml iawn, dyma'r gweithredoedd mwyaf syml, megis sut rydym yn ymddwyn neu'r iaith rydym yn ei dewis i'w ddefnyddio, sydd yn adlewyrchu ein bod ni'n gefnogwyr ac yn barod i ddangos ein cefnogaeth i gydweithwyr LHDTRh+.

YNGLŶN Â PRISM

Rydym yn....

- Darparu cefnogaeth gyfrinachol a chynghor cyfrinachol i staff sy'n nodi fel amrywiad lesbiaidd, hoyw, deurywiol, traws neu amrywiad rhwng y ddau ryw.
- Trefnu digwyddiadau.
- Cynnal digwyddiadau cymdeithasol a chyfleoedd rhwydweithio.
- Rhannu gwybodaeth a darparu fforwm i drafod.
- Darparu cyfleoedd ar gyfer datblygiad gyrfa a sgiliau.
- Cyfrannu at bolisiâu, arferion, gweithdrefnau a gwasanaethau perthnasol Llywodraeth Cymru a'u cynghori.
- Rhoi cyfle i staff sy'n adnabod fel rhywun lesbiaidd, hoyw, deurywiol, trawsrywiol neu amrywiad rhwng y ddau ryw gael eu clywed.
- Darparu cefnogaeth benodol yn ôl yr angen.

Fel Cefnogwr Rhwydwaith PRISM, rwyf eisiau a byddaf yn

- Gweithio mewn partneriaeth â Llywodraeth Cymru i greu amgylchedd gwaith diogel, cynhwysol ac amrywiol.
- Annog diwylliant o barch a chydarddoldeb i bawb waeth beth yw eu tueddfryd rhywiol neu eu hunaniaeth rhyw.
- Hyrwyddo amgylchedd lle gall pob unigolyn gyrraedd ei lawn botensial heb ofni gwahaniaethu.
- Ymddygiadau model rôl cadarnhaol.
- Hyrwyddo trafodaeth agored.
- Herio ymddygiad amhriodol neu iaith.
- Dangos arweinyddiaeth weladwy ac yn amlwg yn amlygu cefnogaeth i aelodau PRISM, a'r gymuned LGBTI + ehangach.
- Cymryd rhan weithredol mewn digwyddiadau PRISM a'u cefnogi.

Gallaf ddangos fy nghefnogaeth drwy

- Herio ymddygiad homoffobig, trawsffobig neu wahaniaethol yn agored.
- Annog defnydd iaith gynhwysol, gan gynnwys defnyddio'r esboniadau cywir o'r rhyweddau.
- Dangos fy mod i'n gefnogwr yn fy llofnod e-bost.
- Gwisgo bathodyn enfys ar fy nghortyn.
- Hyrwyddo ymwybyddiaeth o ddigwyddiadau LHDTRh+.
- Mynychu a chefnogi digwyddiadau LHDTRh+.
- Mentora cydweithwyr LHDTRh+.
- Cymryd rhan mewn cyrsiau dysgu a datblygu perthnasol.
- Bod yn agored am gynhwysiant yn fy nhîm.

Dolenni defnyddiol i gael rhagor o wybodaeth ...

Tudalennau mewnwyd PRISM:

<https://intranet/Welsh/AboutUs/EqualityDiversity/DiversityNetworks/PRISM/Pages/Welcome.aspx>

Rhestr termau Stonewall: <https://www.stonewall.org.uk/help-advice/glossary-terms>

a: canllaw rhyw ar gyfer cefnogwyr:

<http://www.agender.org.uk/assets/downloads/agender%20allies%20information.doc>

Am ragor o wybodaeth, cysylltwch â ni drwy ebostio xxxxxxxx



HIGHLY COMMENDED
NETWORK
GROUP



Thank you for your interest in becoming a PRISM Ally – a warm welcome to the Network!



The PRISM Network relies on members and allies, all of whom are volunteers, to raise awareness of inclusion and diversity.

An ally does not need to identify as being LGBTI+ but should be enthusiastic about supporting equality and diversity in the workplace, as well as the wider community.

We all have a role to play in making our workplace more inclusive and this is where our allies play a significant role.

PRISM encourages allies to take an active and visible role, but the level of support is dependent on each individual. Everyone has the right to feel comfortable at work. Quite often it's the most simple acts, such as how we behave or the language we choose to use, which reflect that we are allies who are willing to show our support to LGBTI+ colleagues.

About PRISM

We...

- Provide confidential peer support and advice to staff who identify as lesbian, gay, bisexual, trans or gender variant.
- Organise events.
- Hold social events and networking opportunities.
- Share information and provide a forum for discussion.
- Provide opportunities for career and skills development.
- Contribute to and advise on relevant Welsh Government policies, practices, procedures and services.
- Give staff who identify as lesbian, gay, bisexual, trans or gender variant an opportunity to be heard.
- Provide specific support as required.

As an Ally to the PRISM Network, I want to and I will....

- Work in partnership with the Welsh Government to create a safe, inclusive and diverse working environment.
- Encourage a culture of respect and equality for everyone regardless of their sexual orientation or gender identity.
- Promote an environment where every individual can reach their full potential without fear of discrimination.
- Role model positive behaviours.
- Promote open discussion.
- Challenge inappropriate behaviour or language.
- Show visible leadership and visibly show support for PRISM members, and the wider LGBTI+ community.
- Actively participate in and support PRISM events.

I can show my support by.....

- Openly challenging homophobic, transphobic, or discriminatory behaviour.
- Encouraging the use of inclusive language, including using the correct gender pronouns.
- Showing I'm an ally in my email signature.
- Wearing a rainbow badge on my lanyard.
- Promoting awareness of LGBTI+ events.
- Attending and supporting LGBTI+ events.
- Mentoring LGBTI+ colleagues.
- Participating in relevant learning & development courses.
- Being open to inclusion in my team.

Useful links for further information.....

PRISM intranet pages:

<https://intranet/English/AboutUs/EqualityDiversity/DiversityNetworks/PRISM/Pages/Welcome.aspx>

Stonewall glossary of terms: <https://www.stonewall.org.uk/help-advice/glossary-terms>

a:gender guide for allies:

<http://www.agender.org.uk/assets/downloads/agender%20allies%20information.doc>

For more information, please contact us at XXXXX

