



## PRINCIPLES

### Aim

Lean In Circles are groups who meet regularly to learn and grow together with the common theme of peer support. Lean In encourages an open exchange of ideas and information concerning gender issues, women in society and women in the workplace.

The [GCC Lean In Group](#) has been established as part of the [diversity champions framework](#) in support of our [Equality and Diversity commitments](#) of:

- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity and improving the diversity make up of our workforce.
- Raising employees' awareness of equality and diversity and the inclusivity of our organisation.

The purpose of the Group is to provide a peer support network to enable those with an interest in this area to discuss relevant topics and to share ideas, insights and experiences. The Group will provide a positive, supportive environment enabling members to relate to one another first and foremost as individuals.

### Co-Ordinators

The group is co-ordinated by:

- Chantelle Smith, Diversity Champion, CED - [Chantelle.Smith@glasgow.gov.uk](mailto:Chantelle.Smith@glasgow.gov.uk)
- Margaret Linton, Diversity Champion, DRS - [Margaret.Linton@glasgow.gov.uk](mailto:Margaret.Linton@glasgow.gov.uk)
- Jane MacMillan, Diversity Champion, LES - [Jane.MacMillan@glasgow.gov.uk](mailto:Jane.MacMillan@glasgow.gov.uk)

### Frequency of meetings/events

The Group aims to meet on at least at quarterly basis. The Council's recognised communication channels, such as Connect, will be used to promote the Group and publicise events. Social media, including Facebook, Twitter and Instagram will also be used to post updates, links to various research, articles and news items. Members can use these mechanisms to connect with others and exchange ideas in line with our [social media guidance](#).

### Topics/themes

The Group may utilise materials available to Circles from leanin.org to facilitate events and discussions. Relevant internal and external speakers will also be sourced where possible. Lean In Group members will also provide a source of input and suggestions for topics.

### Confidentiality

Members are encouraged to share real issues in a safe environment; confidentiality and trust are key aspects of the Group.

### Communication

Members should commit to share openly and honestly, to offer helpful insights, ideas and alternative perspectives/approaches. It's important to listen with empathy and to "listen to understand" (rather than "listen to respond") and not to judge others' choices or experiences.

### Commitment

Members are asked to invest in the success of the Group and are encouraged to participate and to give others the space to participate but no-one will be under any pressure to share. Questions, discussion and reflection will be encouraged. Attendance is optional however members will be asked to confirm attendance to the co-ordinators in advance in order that the appropriate arrangements for meetings can be made.

