



WE ACT ON  
WHAT  
MATTERS

**FREEBAR CHARTER**  
MATRIX'S 2022  
PROGRESS REPORT



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Point 11 of the FreeBar Charter commits us to annual monitoring of and reporting on our compliance with the Charter. In line with that commitment, this short report outlines Matrix's progress against the Charter in 2021-22 and the steps that are yet to be taken. This report has been approved by Matrix's LGBT+ Alliance and Management Committee. Any questions about the FreeBar Charter, Matrix's LGBT+ work, or this report should be directed to our Equality & Inclusion Manager, Alice Brighthouse.

January 2022

## OUR PROGRESS TO DATE

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To date, since signing up to the FreeBar Charter, we have:

- Publicised our signing of the Charter internally and externally
- Reinforced Matrix's commitment to being an LGBT+ inclusive organisation
- Highlighted the continuing importance of challenging any LGBT+ phobic language or behaviour whether experienced internally or from external parties
- Reminded members, trainees, and staff to speak to one of our EDOs if they have any equality, diversity or inclusion questions or concerns, or to make use of the confidential 24/7 EAP helpline available to all at Matrix
- Formalised our LGBT+ network strategy and action plan
- Identified local LGBT+ charities to invite to apply to the Matrix Causes Fund for funding
- Reviewed and updated our allyship guide

# IMPACT OF THE CHARTER

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In order to assess the impact of the Charter, we asked everyone at Matrix the following three questions:

1. Do you feel that Matrix is an LGBT+ inclusive organisation?
2. Were you aware that Matrix had signed up to the FreeBar Charter?
3. Do you think the Charter has had a positive impact at Matrix?

Of those that responded:

- 94% felt that Matrix is an LGBT+ inclusive organisation, with remainder answering that they were “unsure”
- 75% were aware that Matrix had signed up to the Charter
- 50% thought that Charter has had a positive impact at Matrix whilst the remaining half were unaware of the impacts of the Charter

The results of this survey suggest that Matrix’s engagement with the Charter in its first year has been positive, however, we could be doing more to ensure that the Charter is having a tangible impact and that people are aware of it.

## NEXT STEPS

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Having reviewed our progress, we aim to take the following steps before our next annual review of our compliance with the Charter:

- Add more details about our LGBT+ work and network to EDI inductions
- Update our website to increase the visibility of Matrix’s LGBT+ community, network and professional work