

# LGBT (LESBIAN, GAY, BI-SEXUAL AND TRANS) STAFF NETWORK STEERING GROUP: Progress Report (2010-2011)

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## 1. Introduction

The LGBT Staff Network Steering Group was set up in response to the LGBT climate check report commissioned by the Equality and Diversity Unit (EDU). The Steering Group was formalised in Hilary 2011, when the Terms of Reference were agreed by the Personnel Committee. The Network is for LGBT Oxford University staff, both academic and non-academic (including OUP and the Colleges). Post-graduate students with responsibilities such as teaching, are also welcome to join. The group has an email list that acts as a confidential discussion forum, and also holds activities throughout the year, including informal social events and formal lecture and panel discussions. This report provides a brief account of the activities of the Steering Group in relation to the four key objectives agreed with the Personnel Committee.

## 2. Demonstrating Progress

**Objective 1: The LGBT Staff Network Steering Group will work with the EDU to highlight issues relating to LGBT staff in order to inform the development of University policy and practice in relation to LGBT staff and to facilitate consultation and the sharing of information with LGBT staff**

A member of the Steering Group met the Head of Personnel Services and the Head of the EDU to discuss monitoring sexual orientation in staff recruitment: the EDU will bring a paper to the Personnel Committee.

At the request of the Careers Service, the Steering Group has reviewed LGBT information on the Careers website to ensure it is appropriate and user-friendly.

**Objective 2: Representing the Network to internal and external stakeholders**

A member of the Steering Group represented Oxford at the annual LGBT Russell Group forum.

The Steering Group has been working in various areas to promote visibility of LGBT people in the University including:

- Working with the Head of Internal Communications to have an LGBT presence on the Wall of Faces and in the "Why am I here" section of Blueprint.
- Proposing an article in Oxford Today on past and present famous LGBT Oxford alumni.

**Objective 3: Liaising with Oxford University Student Union representatives and other relevant organisations and individuals within the University**

There is cross-promotion of LGBT events between the OUSU LGBTQ Campaign and the Staff Network.

The Steering Group has called upon network members to take part in the LGBTQ Campaign "It gets better" initiative.

#### **Objective 4: Compiling an annual events and action plan for the LGBT Network**

The LGBT Staff Steering Group held its second annual Oxford University lecture for LGBT History Month in the presence of the Vice Chancellor and Pro-Vice-Chancellor. Angela Eagle MP, Shadow Chief Secretary to the Treasury, talked about her experience of being the first openly gay woman in Parliament.

In June 2011 the Steering Group organised a panel discussion titled “We are family: LGBT community in 2011” for the Oxford Pride Festival at the Natural History Museum. The event was well attended by staff, students and members of the community.

The Staff Network had a stall at the Oxford Pride Parade with information on working and studying at Oxford.

The Group will hold an AGM in Michaelmas 2011, where an action plan for the coming year will be discussed.