The University LGBT+ Action Plan Group
Terms of Reference and Membership

Remit. The remit of the University LGBT+ Action Plan group is to develop, and then monitor the implementation of, a programme of actions that ensures that the University:

- is, and is perceived to be, nationally leading in the welcoming, inclusive and supportive environment that it provides for LGBT+ staff and students;
- is engaging with and acting on issues raised by the LGBT+ communities within the University;
- achieves the University’s KPI of Top 50 in the Stonewall Workplace Equality Index by 2020.

Working Methods. The group will receive representations, including issues to be addressed and proposed actions, from the LBGT+ Staff Network at Reading (especially through its steering group and chairs) and from RUSU’s LGBT+ and Diversity officers. A large part of the work of the group will be to develop or refine actions proposed through this route. The group will also think through actions that address issues implicitly raised in the Stonewall WEI index questionnaire and guidance.

Composition. The group will include representation of the LGBT+ community, including the LGBT Plus network and relevant RUSU leadership. The group will also include representation of key stakeholder groups who will need to think through and enact actions (all these representatives to be part of the LGBT+ community or allies). In more detail the membership will comprise:

i) A Dean for Diversity and Inclusion (Chair, Simon Chandler-Wilde), and the University’s Diversity and Inclusion Advisor in HR (Yasmin Ahmed) as member and secretary
ii) The Co-Chairs of the LGBT+ Staff Network (Alina Tryfonidou and Allán Laville)
iii) Another representation from the LGBT+ Network, drawn from the team who have attended role model training (Debi Linton)
iv) RUSU Representatives, e.g. the Diversity and LGBT+ Officers (Nozomi Tolworthy and Max Riley)
v) A representative of the Functions (Janis Pich, Estates and Facilities)
vi) A representative of the Schools (TBC)
vii) The UEB LGBT+ Champion (Parveen Yaqoob)
viii) An HR Partner (Cathy Smith)
ix) A representative of MCE (TBC)
x) A representative of PSO (James Carpenter)
xi) A representative of Student Services (TBC)
xi) A representative of Procurement (David Ashmore)
xiii) PhD Member of the LGBT+ Staff Network (Lane Matthews)

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