

Staff Network: LGBT Plus

Terms of Reference:

Membership

- Staff and PGR students who identify as Lesbian, Gay, Bi, Trans and/or other sexual and gender identities, such as asexual, non-binary, intersex or any others. This includes LGBT+ people with multiple identities, and covers all staff and PGR students based anywhere in the UK or Malaysia.
- Allies of the above.

Purpose

- To provide a social, supportive and representative function to members of staff at the University of Reading who identify as LGBT+ and their allies.
- Along with RUSU, to provide a social, supportive, and representative function to PGR students at the University of Reading who identify as LGBT+ and their allies.
- To provide a social and supportive function to external members of staff working at the University of Reading for a prolonged period of time who identify as LGBT+ and their allies.
- To liaise with external organisations, such as other local LGBT+ groups, to enhance support for the LGBT+ community at the University of Reading.
- To provide input into the University's Diversity and Inclusion activities, such as contributing to the formulation of University policy, raising awareness of LGBT+ issues, providing support and training, and assisting with the Stonewall Workplace Equality Index submission.
- To be involved in organising the University's public facing LGBT+ activities, such as its community involvement with Reading Pride and the annual Wolfenden lecture.
- The Co-Chairs to provide, on an informal basis, confidential support and information to LGBT+ staff across the university, providing a sounding board for staff concerns and issues, and providing signposting to support and resources available in the university and externally.

- To provide LGBT+ mentoring to LGBT+ staff who would like a safe space to confidentially share issues of personal concern regarding sexual orientation and gender identity. This is in addition to the benefits of the University's mentoring scheme for staff.
- To raise visibility of the LGBT+ community and issues at the University of Reading Meetings.
- To work with other staff diversity networks within the University to collaborate on areas such as gender, race and disability

Meetings

- Termly

Alina Tryfonidou and Ruvi Ziegler (Network Co-Chairs)