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Today is also International Pronoun Day. A day to raise awareness of the use of pronouns and their importance for LGBTQ+ people.  We are also delighted to invite you to some exciting social events and flag below some information on things to look out for during the year ahead.  - Anne Moore, Noel Caliste & Ralph Wilde (UCL LEAG Co-Chairs)  Trans support statement UCL's LGBTQ+ Equalities Advisory Group (LEAG) have written and publiched a statement in to show support for LGB and in particular transgender staff. The full statement is available via the [LEAG webpages](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D4e7e259c3b%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835970729&sdata=09t9PQdPGi7GdSVXtX0V5ICR0%2BeHqg%2BkpRbu0zWNQUE%3D&reserved=0).  https://gallery.mailchimp.com/49dc80cfa1710d3ff67a93688/images/8f51888c-ad2f-40fd-a458-91fcef8a8698.jpg (picture taken at Trans Pride in Brighton, August 2019)  International Pronouns Day LEAG are endorsing International Pronouns Day:  “We endorse International Pronouns Day, which seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender nonconforming people. Together, we can transform society to celebrate people’s multiple, intersecting identities. We encourage colleges, schools, workplaces, and local organizations to hold educational and empowering events on International Pronouns Day.”  Further information on International Pronouns Day can be found [pronounsday.org](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D32c54fe438%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835980723&sdata=mUsV89rEQiFkLsYPSEQc1iaAB8N%2BeUIXPDBmXpVULdc%3D&reserved=0).  Black History Month The LGBTQ+ community should be about recognising and celebrating diversity and as such acknowledges that October is Black History Month. Here are a few articles highlighted to us by an OUT@UCL member recently. Thanks Ash!   * [History books are written from a white perspective. As a queer black woman, I had to educate myself](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D7e0977cfde%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835980723&sdata=ozwIyPF%2BeENdgp7m6OxLBREUliGRFAtEFc6M7RYkgyk%3D&reserved=0) * [October is Black History Month](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D4436880e20%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835980723&sdata=TTI3htd%2BOw2Lvah91wzHXuDpRRg3hCFwfT5oHGZB%2FJI%3D&reserved=0) * [Black Heroes of the LGBT Community](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D0bac39e1c6%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835990718&sdata=H7fcvnkGDgv%2BTLFfzwk0FQop8lY4gF4JlAOWPt71mao%3D&reserved=0)   Information on events being organised within UCL to celebrate Black History Month can be found here: [https://www.ucl.ac.uk/news/2018/oct/ucl-celebrates-black-history-month](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3Dcf84fe80e9%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219835990718&sdata=9uPor49pA1HMQeqeXUhuScoxFJrN8i39o8Kblysn%2BMA%3D&reserved=0).  SMT LGBTQ+ Champion's lunch Vice-Provost (Education) Antony Smith (UCL's LGBTQ+ SMT Champion) is hosting a social and informal lunch for both new and existing OUT@UCL members.   Taking place within Bentham House, as always it would be great to see as many members as possible join us for a sandwich lunch (vegan and gluten free will be catered for). The sign up form, including directions are here: [https://www.eventbrite.co.uk/e/outucl-lunch-tickets-75663640987](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D7cbefa10f7%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836000711&sdata=6w5LiX%2BWsjtpWh2%2Fi0Zkksm3czr%2BIEVVpwH7OyiDXcE%3D&reserved=0).  LUKI autumn social On Thursday 7 November, OUT@UCL will be joining our counterparts from LSE, Kings College and Imperial College (with whom we form the LUKI collective) for a social gathering at the Apple Tree, Clerkenwell (45 Mount Pleasant, London WC1X 0AE) - no need to register.  https://gallery.mailchimp.com/49dc80cfa1710d3ff67a93688/images/5a02faed-5757-4ae7-844c-678ad3f980bc.jpg  Vice Dean for Equality, Diversity and Inclusion (EDI) Anson Mackay is the new Vice Dean for EDI in the Faculty of Social and Historical Sciences. As part of his extended role, Anson is completely committed to ensuring LGBTQ+ staff and students feel that they can have a sense of belonging at UCL, and to be proud of UCL as a place to work and study.  Having been at UCL for quite a long time, in recent years Anson has been more actively involved in EDI activities, including the setting up of a departmental LGBTQ+ student/staff network called Out in Geography. A similar network exists in Anthropology (QueerAnth), and he think there is merit in rolling out LGBTQ+ networks at both the Departmental / School level. If anyone is interested in hearing more about how to do this, please drop Anson a line.  Particularly interested in exploring how UCL can be more proactive in reacting to issues of LGBTQ+ equality around the world; while rights have been won in many countries, they are being lost in many more, which may impact our students and staff. There is definitely scope for LGBTQ+ Professional Services and Academics to work closely together in identifying best practices across UCL with respect to LGBTQ+ issues, especially where they intersect with other protected characteristics. You can follow on twitter: [@AnsonMackay](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D5fad604b42%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836000711&sdata=F2LDTrYqqumHvdhVkpoGovEGxou5DZnOPuMdemdfsRM%3D&reserved=0).https://gallery.mailchimp.com/49dc80cfa1710d3ff67a93688/images/90035d14-b2c3-4a09-b7c8-56e2175f297f.jpg   OUT@UCL posters OUT@UCL is pleased to be working on A4 size posters that staff and research students can display in an appropriate place around UCL. The poster is intended to state and explain the presence of OUT@UCL for those not working electronically on computers and who may not yet be a member. Please register your interest for posters by emailing [pride@ucl.ac.uk](mailto:pride@ucl.ac.uk?subject=OUT%20at%20UCL%20posters).  https://gallery.mailchimp.com/49dc80cfa1710d3ff67a93688/images/9f4b85d1-8845-4981-91de-9499690faca5.jpg (finalised design to be confirmed)  Rainbow lanyards We know you've seen staff at other universities wearing those fab rainbow lanyards for their ID cards and thought to yourself 'does UCL have those? I want one!'.   Well, we think that too and are currently looking into how best to develop effective lanyards which will enable a valid message of LGBTQ+ equality to be visibly delivered across UCL. If you are interested in getting a lanyard when they are available, please [register your interest here](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D6471d0d404%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836010706&sdata=DJ9OsdNuFyr0KvNWblJAbSKQ4xmQl7kTQ4S6bUsCW0c%3D&reserved=0) and we will be in touch soon with more information in due course. https://gallery.mailchimp.com/49dc80cfa1710d3ff67a93688/images/5779243d-6b9c-4b8b-92b5-a5a0b0591004.jpg (finalised design to be confirmed)  Instagram We have a very very new Instagram account. Please give us a follow and feel free to tag us in any relevant posts: [out.ucl](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D3ff88d305e%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836010706&sdata=DB1zo8VAIN8XifrfuOStnhF5Jjct1mauayFqMCZiv6U%3D&reserved=0)  Become an OUT@UCL member If you are not yet a member and would like to join OUT@UCL, please follow the instructions detailed on our webpage: [https://www.ucl.ac.uk/equality-diversity-inclusion/committees-and-social-networks/outucl](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3Da2f2c4f329%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836010706&sdata=%2BXJwmcBuQLhWAd8j334a%2FjFaP9xiPAFmH0CpHeiumPA%3D&reserved=0). Allies and friends also welcome! | | | | | |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | [Twitter](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3D785d348526%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836020700&sdata=HqXCO09Zj9yfesWY6%2BRmW5NzKvDCRoGVTKqHvGHU2sY%3D&reserved=0) | | | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | [Instagram](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fucl.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3D49dc80cfa1710d3ff67a93688%26id%3Dea800775c1%26e%3D8646e05fe5&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836020700&sdata=sKheQqEuZ52IXZWn7iw9gad7WRGgn%2BS5FinMsZi6iDA%3D&reserved=0) | | | | | | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | Copyright © 2019 Education, All rights reserved.  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[Email Marketing Powered by Mailchimp](https://eur01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.mailchimp.com%2Fmonkey-rewards%2F%3Futm_source%3Dfreemium_newsletter%26utm_medium%3Demail%26utm_campaign%3Dmonkey_rewards%26aid%3D49dc80cfa1710d3ff67a93688%26afl%3D1&data=02%7C01%7C%7C11f53ec14cd64da0063008d7522baabb%7C1faf88fea9984c5b93c9210a11d9a5c2%7C0%7C0%7C637068219836040689&sdata=NyoPiUlvYPCNGeWHInqF7Sk6f8k6Fq2Qf2IKVNgpYQU%3D&reserved=0) | | | | | |

https://ucl.us20.list-manage.com/track/open.php?u=49dc80cfa1710d3ff67a93688&id=159718ac4c&e=8646e05fe5