

LGBTQ+ Equality Implementation Group

Wednesday 29 June 2022, 10:00-11:30

MS Teams online meeting

Action Notes

Attendees

More than the minimum number of attendees required were present. The meeting was quorate.

1. Welcome and introductions

2. Context setting

To ensure transparency given the high level of interest in the progress of the group it was agreed that action notes would be produced and made available either via a SharePoint site or on the EDI website.

Action: EDI team

Following a summary of the anonymous survey of the profile to establish the profile of the LEIG membership, an additional question will be added and the survey reissued. The additional question will ask if members identify with the same/a different sex than the one they were assigned at birth.

Action: EDI team

3. Agree Terms of Reference

The chairs to agree final wording of section 9 of the Terms of Reference, then share with members.

Members then to make any final comments or confirm agreement of the Terms of Reference by end of July 2022.

Action: Chairs

Action: All members

In terms of the approach of the group the following intentions were agreed:

- Work towards a criterion for future work adopting a Stonewall type approach, but the goal of the group should be to improve/go beyond the Stonewall Workplace Equality Index (WEI).
- Whatever framework is developed it would need to include a mechanism to keep it updated as best practice develops.
- A review of the themes contained in the Stonewall WEI could be undertaken to inform the internal framework to ensure no key areas are missed out.

- To explore guidance and structures beyond the Stonewall WEI to inform good practice, which could include connecting to other universities. Acknowledging that other universities may not see the need for this connection if they are participants in the Stonewall WEI themselves.
- Staff research currently being conducted will help inform the work.
- Any framework of good practice created could be applied to departments/faculties/role and functions (such as teaching, research etc.) and this will help to encourage good practice and allow internal benchmarking.

Action: LGBTQ+ Equality Implementation Manager (once in post)

4. Future membership

The membership of LEIG may need to be extended to inform discussions as they evolve. Additional attendees may not need full membership however can be called into meetings as required to share knowledge and views, particularly those with relevant lived experience.

Agreed: The substantive LEIG membership would have to endorse any additional members/guests.

Note: to be mindful of new student officers joining LEIG from September in relation of the impact of them being exposed to the challenging conversations that will be shared and that suitable preparation may be needed to support and protect them.

5. Update on recruitment to LEIG support role

The Grade 8 LEIG Manager vacancy currently out to advert as a secondment, closing 08/07 and interviews scheduled for 25/07.

A stakeholder panels is to be organised the week prior to interviews

Action: EDI team

Setting priorities

To focus on framework details, dissect research and priorities for the group

Review existing policies as a starting point

LEIG to receive a copy of policy document created by SU on pronoun use.

Action: SU Equity Officer

Once good practice tools established consider best route to implement e.g., through training or enforcing accountability.

6. Date of next meeting

Monday 19 September, 10:30-12:00.