

LGBTQ+ Equality Implementation Group

6th December 2022, 14:00 – 15:30

MS Teams online meeting

Minutes

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

Welcome and introduction

New LEIG Manager from central EDI, and members of LEIG exchanged introductions.

Outstanding actions

Minutes from last meeting approved and will now be uploaded onto LEIG webpage.

Action: Chairs

Action: all to complete survey of LEIG membership.

Charter Marks and action plan update

LEIG Manager has been researching other universities approaches to LGBTQ+ inclusion. Most strong initiatives (such as mentoring, role models, staff/student support funds etc.) come from universities partnered with Stonewall.

There is an opportunity for us to emulate these initiatives and create a workplan that is more personalised to our unique climate as a university. LEIG Manager examining other Charter Marks (such as Athena Swan) as a model.

Action: LEIG Manager to find unis/companies not in Stonewall and what they do and take this into consideration when drafting an action plan.

Training and culture

Discussion re UCL using third party charities for trans-inclusive training and consultation. Consideration needs to be made when partnering with charities regarding how we protect them from homophobia and transphobia.

Discussion re how to record ongoing complaints across community and impact of UCL not partnering with Stonewall. Group agreed this was important, but that it was also important to focus on solutions and actions we can deliver in the meantime.

Action: LEIG Manager to create spreadsheet for impact/criticism post-Stonewall.

Gender Expression Fund

More than £2,400 has been allocated, supporting over 40 students to feel more comfortable with their gender identity. Group was pleased about its success and agreed it was a vital lifeline to trans students in the current economic and social climate. More funding is needed though, and SU Equity and Inclusion Officer will meet with Provost next week to discuss gaining more funding.

Action: SU E&I Officer to progress with Provost in the first instance to discuss Gender Expression Fund's longevity.

Group discussed whether a similar fund for staff would be useful.

Action: LEIG Manager to speak with UCL SU and other universities regarding how they maintain their Gender Expression Fund

LGBTQ+ data projects

LGBTQ+ staff experience project is almost at final draft stage; the lead researcher will be sharing draft with participants in January 2023 for their sign-off.

LGBTQ+ student experience data project is something we'd need to do as a team due to the time and resource this would require. The QUCL lead researcher has suggested a student survey and asked if any LEIG members could volunteer some time to support with this. Group agreed this was a good idea and some LEIG members have volunteered to support the LGBTQ+ student experience research project.

Volunteers for reviewing LEIG Fund applications

8 volunteers to review the first round of applications for LEIG Fund.