

LGBTQ+ Equality Implementation Group

19 January 2023, 10:00 – 11:30

MS Teams online meeting

Minutes

Attendees

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

Introductions

New interim EDI consultant Christine Forde introduces herself. As the previous EDI Director left in December 2022, Christine will cover this role temporarily.

Minutes and actions from previous meeting

Minutes from December's meeting were approved.

Action: EDI team to upload minutes to LEIG (LGBTQ Equality Implementation Group) webpage.

Stonewall feedback spreadsheet also shared with group members.

Conference at IOE

Members shared that they had heard from students and staff who were concerned about the event as the previous conference was divisive and upsetting. This could be even more controversial now that UCL no longer partners with Stonewall and because the event will take place during LGBT+ History Month.

Given that some of the speakers have expressed anti-transgender views, members asked if the event might be viewed as conflicting with the Provost's statement of support for trans, non-binary and gender nonconforming staff and students. Also, members asked if a risk assessment was done and if the *External Speakers at UCL Events* guidance was followed in setting up this event, particularly [Appendix 2, point C](#) (having an independent chair).

Members recognised that the greater value in LEIG's work would come not from attempting to stop, silence, or disrupt the event, but rather from creating alternative safe and uplifting alternative spaces for LGBTQ+ community members on the day of the event.

Interim EDI Consultant suggested raising, at the next EDI Committee meeting, how disagreeing well works in practice for events like these.

Action: Interim EDI Consultant to table 'disagreeing well' at next EDI Committee.

Action: Chairs to speak with Students' Union and the LGBTQ+ Equality Steering Group (LESG) about creating alternative safe spaces and creating statements of support for the LGBTQ+ community.

LEIG Fund

The LEIG Fund panel gave an update on successful bids to the Fund. 14 applications were received, and the panel decided to prioritise projects that were visible, high impact and wide-reaching across the institution. The two successful bids that LEIG have accepted are an Octagon Exhibit on LGBTQ+ spaces and a volunteering project run by the Students' Union to understand the barriers to LGBTQ+ students volunteering.

Action: LEIG Manager to plan and open the next round of funding.

First Draft of Action Plan

The LEIG Manager presented the first draft of the LGBTQ+ action plan which members supported. Specific feedback included:

- The action plan should be published in some way once it has been finalised and ratified.
- Suggestion that the LEIG Manager should report on any future barriers to actions for transparency.
- Interim EDI consultant suggested adding a section on leadership and culture to the action plan.
- On the point of communications and webpages, members suggested considering how we boost the engagement with EDI webpages. One suggestion was more links between departmental and central EDI webpages.

Action: LEIG Manager to add necessary changes to the action plan and note other feedback points for future activity.

Gender Expression Fund

The Gender Expression Fund (GEF) is nearly spent, so the Students' Union will cover additional rounds of the GEF for the rest of the year rather than the Provost's Office. LEIG and the SU need to consider how to obtain GEF funding for Academic Year 2023/24 as there is currently no planned provision for this.

AOB

LEIG Manager and Chairs to discuss how we can communicate what progress has been made for LGBTQ+ equality.

LGBTQ+ and Gender Envoys will discuss presenting a paper to EDI Committee regarding best practice with external speakers.