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.

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.

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.

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.