

ENG: Part 1

Section 3: LGBT Employee Network Group

This section comprises of 7 questions and examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation. This section is worth 11% of your total score.

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

3.1 Does the organisation have an LGBT employee network group for LGBT employees? A. Yes, with a defined role and terms of reference

Upload the LGBT employee network group's terms of reference:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997032/XfJa2nsHgS/>

ENG: Part 2

3.2 Does the LGBT employee network group have clearly defined yearly objectives?

GUIDANCE: Examples could include holding a certain number of events or campaigns, engaging with different groups of staff across the organisation and collaborating with other organisation's network groups.

Yes

List examples of some of your most recent objectives and progress towards achieving them:

This is now the second year of the network's 3 year strategy, which started May 2018.

https://www.imperial.ac.uk/media/imperial_college/administration_and_support_services/equality/public/lgbt_and_i600/Imperial_600_strategy2018_2021_FINAL.pdf

Of the four main areas of the strategy, the majority of new work undertaken has been around the first two sections, with continuing day to day activity on sections three and four.

1. Imperial 600 will promote equality, diversity and inclusion across the College.

Only one year into the strategy, the network has already achieved its goal to increase membership of the network by 200% by 2021. As of July 2019 the network has 580 members, an increase of almost 450% on April 2018. This makes the ideal membership of 600 very achievable. The name Imperial 600 comes from estimate that 10% of the UK population are LGBTQ+; when Imperial 600 was founded, the College had around 6000 staff members. Following the poster and digital campaign last year, the network has been giving out rainbow lanyards to all staff who join the mailing list. The network chairs have travelled to give out lanyards each month, engaging with staff from all London campuses.

The other main aims under this section of the strategy are to: develop and train an allies programme of at least 100 non LGBTQ+ people, and provide reverse mentoring opportunities for at least 12 senior managers. Proposals for an Allies Network have been drawn up, after meeting with other employers like Hogan Lovell to get a sense of best practice, and the proposals have been presented to the College Equality Diversity and Inclusion Centre (EDIC), with the hope that the network can work with them to help implement training and increase awareness of being an ally. With input from the network, a proposal for an initial reverse mentoring scheme has been put together. If approved, it will launch in the new academic year.

2. Imperial 600 will demonstrate that sexual orientation and gender identity are not barriers to success

Building on the work begun last year, the network now has 6 profiles of LGBTQ+ staff on our website, covering different identities and job families. These profiles have been shared extensively through the network's social media and the main College channels. Building on this, in the run up to Pride and LGBT STEM Day, the network worked with the central Communications team on video profiles of LGBTQ+ staff and shared profiles of 5 contributors to Pride in STEM's LGBT STEM Day on 5 July, which the network sponsored. The staff network being historically made up of more professional services staff, the network has increased connections across the academic community at Imperial and further afield.

3.3 Which of the following support activities does the LGBT employee network group facilitate?

Tick all that apply

GUIDANCE: The individual support the network offers should be available and advertised to all staff. Consultation on internal policies and practices should be considered as policies which impact upon employee welfare, for example, reviewing an updated adoption policy. Consultation on the organisations broader work refers to organisational outcomes, for example being consulted on a LGBT media marketing campaign.

- A. Provide confidential support to all employees on LGBT issues
- B. Provide support to enable employees to report homophobic, biphobic and transphobic bullying and harassment
- C. Have been consulted on improving internal policies and practices
- D. Have been consulted on business development, organisational priorities and/or the organisation broader work

Describe the options selected:

A. Describe the confidential support the group offers and how this is communicated to all staff:	The network is creating a new section on the Imperial 600 page to highlight how it can support members of staff.
B. Describe how the group offers support to enable employees to report homophobic, biphobic and transphobic bullying and harassment and how this is communicated to all staff:	The network links to College support services for bullying and harassment on its website. It also explicitly states that key to its role is signposting relevant wellbeing services. https://www.imperial.ac.uk/equality/staff_networks/imperial_600/about_us/
C. Describe the consultation process and outcome:	<p>The network is frequently consulted on relevant College policies. The network co chairs are members of the Equality Diversity and Inclusion Forum. Over the last year, they have helped shape the College policy on gender neutral toilets, giving critical feedback on draft versions. Their input has also been valuable on other issues, e.g. the sexual harassment policy, and the conference inclusivity policy.</p> <p>The network operational group has also drafted proposals for a College allies network and mentoring programmes, which are being taken forward for consideration at this time.</p>
D. Describe the consultation process and outcome:	The network co chairs and a dedicated Stonewall WEI network representative sit on a working group with Equality, Diversity and Inclusion staff to help the College coordinate its Stonewall WEI submission, and feeds into decisions on actions related to it.

ENG: Part 3

3.4 In the past year, which of the following activities has the LGBT employee network group undertaken?

Tick all that apply

GUIDANCE: ‘Awareness raising events’ here refers to activities which serve to educate or inform the wider organisation about different sexual orientation, gender identity and/or trans issues, for example panel discussions, lunch and learns or stalls during diversity events. ‘Mentoring or coaching programme’ here refers to either a specific programme run by the network, or alternatively an organisation wide programme which proactively incorporates LGBT mentoring with the aid of (and driven by) the network group. ‘Reverse mentoring’ here refers to a formal process whereby senior employees are reversed mentored by more junior LGBT employees.

- A. Social networking event for members
- B. Lesbian, gay and bi equality awareness raising event
- C. Trans equality awareness raising event
- D. Collaborated with other LGBT network groups
- F. Mentoring or coaching programme
- G. Reverse mentoring programme
- H. Fundraised for an LGBT charity, community group or event

Describe the activities selected and when they occurred. Please provide specific dates or time periods within the last year.

A. Social networking event for members	<p>The network has continued their Exhibition Road LGBT+ network socials, including a Christmas social on 6 December 2018, and their LUKI network events (the LGBT+ network collaboration between LSE, UCL, King's College London and Imperial), including a Christmas social at Bush House on 12 December 2018 as well as a summer event at the Apple Tree pub on 6 June 2019.</p> <p>The network has also hosted events including: tours of the Queen's Tower exclusively for network members in November 2018 and May 2019; network Steering Group meetings (the Steering Group comprises all members of the network) such as one on 1 May 2019 with a free lunch; LGBTQ History Month 2019 events including a screening of Disobedience on 6 February and a LGBTQ+ quiz jointly hosted with IQ, the student LGBTQ+ society, on 25 February.</p>
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	<p>Once again in 2019 the network organised the College's participation in Pride and 69 members of staff and students wearing custom designed t shirts marched in the parade alongside external partner organisations. There was a joint after party with other universities.</p>
B. Lesbian, gay and bi equality awareness raising event	<p>The network again ran a stall on Thursday 14 February 2019 in a prominent position on campus giving out information and raising awareness of sexuality and gender identities through an activity where people were invited to chart their sexuality, gender identity and expression.</p>
C. Trans equality awareness raising event	<p>The network again ran a stall on Thursday 14 February 2019 in a prominent position on campus giving out information and raising awareness of sexuality and gender identities through an activity where people were invited to chart their sexuality, gender identity and expression.</p>
D. Collaborated with other LGBT network groups	<p>The network supported Pride in STEM to host an Out Thinkers event at the Imperial White City campus on 4 June 2019. Out Thinkers events are designed to showcase the talent of LGBT+ researchers.</p> <p>The network has continued its collaboration with the Exhibition Road LGBTQ+ network, arranging a Christmas social with 50 attendees and a summer picnic in July. In addition to representations from the Science Museum, Natural History Museum and the Victoria and Albert Museum, new institutions were represented this year, including the Royal Albert Hall and Royal College of Art.</p> <p>The network also collaborates with other university staff LGBT+ networks including the London School of Economics, University College London and King's College London and has hosted joint socials where each University invites the LGBT+ network of the other Universities to their events. For details see other sections.</p> <p>The network has built on collaborations with the student LGBTQ+ network, IQ, this year, including LGBT History Month awareness events, quiz and film screenings, and marching together at London Pride in July 2019.</p>
F. Mentoring or coaching programme	<p>The network operational group has a volunteer staff member dedicated to the development of mentoring programmes. Over the last year he has worked with the organisers of the College mentoring programme to reflect the LGBTQ+ experience.</p>
G. Reverse mentoring programme	<p>There are plans to expand the mentoring scheme to include reverse mentoring. An outline project plan for an initial reverse mentoring scheme has been put together and is</p>

	awaiting approval for implementation in the 2019/20 academic year. Mentors will be able to indicate whether they would like to offer themselves for this and whether they are willing to share work experiences related to diversity characteristics (race, sexual orientation, gender and disability will be explicitly referenced).
H. Fundraised for an LGBT charity, community group or event	The network has for the first time included a fundraising element to a number of activities. During LGBT History Month in February 2019, the network ran an LGBTQ+ quiz jointly with the student LGBTQ+ society, with proceeds going to the Albert Kennedy Trust, the LGBTQ+ youth homelessness charity. Donations for the charity were also collected from a special screening of Disobedience in the College Cinema. Continuing this, the network has raised £395 in donations for AKT from participants in London Pride, with each person marching asked for a donation of £5.

3.5 In the past two years, has the LGBT employee network group held campaigns, initiatives, seminars or events engaging with the following diversity strands?

Tick all that apply

GUIDANCE: 'Initiatives' and 'campaigns' here refer to specific programmes or projects online or offline undertaken to achieve LGBT specific aims in the near term. For example, creating a series of blog posts during LGBT History Month to highlight homophobia, biphobia and transphobia in sport.

Examples include raising awareness of the specific mental health challenges faced by LGBT people during mental health awareness week and profiling prominent trans women on International Women's Day.

This question is looking at how your network group engages with the intersections between LGBT identities and other diversity strands, work on LGBT identities that does not clearly engage one of these other diversity strands will not be accepted for this question.

Please provide specific dates or time periods within the last two years.

- B. BAME
- C. Disability (excluding disability related to mental health)
- E. Low income communities (for example, working class communities, people with experience of poverty or homelessness)
- F. Mental health (including disability related to mental health)
- G. Religion

Describe the campaigns, initiatives, seminars or events and when they occurred:

B. BAME	<p>Both the Queer Coexistence in February 2018 and the trans focused event with other London universities in September 2017 featured performers, including [REDACTED] and [REDACTED], who explored and expressed their BAME identities through their performances.</p> <p>In Spring 2019, the Network promoted to its members the IMPACT Development programme for BAME staff.</p>
C. Disability	<p>In November 2018, the network promoted to its members the Calibre Leadership and Development Training programme for disabled staff.</p>
E. Low income communities	<p>This year the network has promoted the Albert Kennedy Trust at a number of fundraising events during LGBT History Month and Pride Month 2019 (as mentioned in section 3.4), highlighting the work it does for young, homeless LGBTQ+ people. Next year the network wants to build on this to highlight more directly the disproportionate number of LGBTQ+ people who are homeless.</p>
F. Mental Health	<p>For Mental Health Awareness Week, the network highlighted the high proportion of LGBTQ+ people who have experienced depression in the last year. https://mailchi.mp/9b27cddb904a/welcome to imperial 769207?e=2fadf80c2f</p> <p>Network co chair [REDACTED] participated in the College's #OrdinaryMagic self care campaign for the week, and shared it in another newsletter. https://mailchi.mp/59a324c41a46/welcome to imperial 772159?e=2fadf80c2f</p> <p>The network also tweeted extensively during the week, highlighting the College's mental health support as well as LGBTQ+ mental health charities like MindOut. https://twitter.com/Imperial600/status/1128983683367497728</p>
G. Religion	<p>Coinciding with the College's Diversity week in February 2018, with our London university (LUKI) partners, we organised a Queer Coexistence event, featuring performances on theme of migrant experiences. As part of this, [REDACTED] performed her piece [REDACTED] involving an interactive interpretation of the Islamic call to prayer. For a predominantly LGBTQ+ audience, this prompted discussion around religious and queer identities for many attendees.</p>

ENG: Part 4

3.6 In the past year, what initiatives has the LGBT employee network group undertaken to ensure the membership is as diverse as possible?

Tick all that apply

GUIDANCE: Examples provided should clearly demonstrate that the LGBT employee network group is driven in ensuring the membership is representative of many different types of people.

B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities (for example, BAME LGBT people or LGBT people with experience of mental health problems)

**Describe the initiatives selected and when they took place or were implemented.
Please include specific dates or time periods.**

B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities

When distributing lanyards, the network has taken banners advertising the fact that it is open to all staff, and the message is consistent across all communications that the network is open to everyone regardless of sexual orientation and gender identity. The network's strategy explicitly states that we stand for all members of the LGBTQ+ community, recognising that 'Minority groups within the LGBTQ+ community are disproportionately affected by discrimination and harassment'. Whenever the network promotes itself, it does so with the aim to represent as many identities as possible.

When tweeting about its involvement in the 2019 London Pride parade, the network stated "everyone is welcome to come support the LGBTQ+ community":
<https://twitter.com/Imperial600/status/1141022155553067008>

Information about the network, alongside the College's networks for BAME staff and disabled staff, is included in essential induction training information for all new staff.
https://www.imperial.ac.uk/staff/new_staff/guidelines_for_line_managers/inductionpack/

3.7 Has the LGBT employee network group undertaken any additional work in the past year to advance LGBT equality in both your organisation and the wider community?

GUIDANCE: The work detailed here should be additional to the work already covered in other questions.

No

The following question is not scored.

3.8 Does the LGBT employee network group's terms of reference state that the group is inclusive of bi and trans people? Tick all that apply.

A. Bi people

B. Trans people, including non binary people, trans men and trans women