

LGBT Staff Newsletter

WELCOME !

Believe it or not, Summer is now upon us and so comes with it some of the busiest periods of work and play on the calendar.

In this issue we want to update you on some of the recent activity of the Network Group as well as inform you about some of the upcoming events in Manchester and how you can get involved.

IDAHOT 2013

On 17 May the University made a further step forward in recognising the International Day against Homophobia and Transphobia (IDAHOT) by flying a rainbow flag above the entrance to University Place that was also visible onto Oxford Road. This flag was one of three across the University estate (including the Sackville Street Building and the Student's Union) and over a hundred leaflets were also distributed to raise awareness.

Plans are already afoot to ensure that in 2014 there is an even more prominent flag and publicity campaign.



Manchester climbs the (Stone)wall

Due to the fantastic effort and organisation of several Network Group members, The University of Manchester made excellent progress in the Stonewall 2013 Workplace Equality Index.

This year we placed 161 out of 376 compared to 235 out of 350 in 2012. In addition to the hard work that went in to collecting all of the data for the submission, it wouldn't have been possible without the wider network and support of many areas of the University.

Why is the Equality Index important? Amongst many other reasons, the University's commitment to the Index demonstrates that equality to staff regardless of their sexual orientation is an important issue and something that is taken seriously. By striving to achieve a better place in the rankings each year, we hope to raise awareness amongst staff, students and our stakeholders that there is still work to be done to achieve LGBT equality but that this can be achieved in a supportive and proactive way.

By comparing ourselves to some of the top organisations in the UK (not just other Universities) and with the feedback we have received directly from Stonewall we have identified several areas in which we need to build on our success. It is important to realise that the Network Group is still relatively young so success won't come overnight... but we will get there!

For further information about the Stonewall Workplace Equality Index visit: www.stonewall.org.uk or for information about the University's submission or how you can get involved for 2014 email: lg.bt@manchester.ac.uk

Trans Staff Awareness

The LGBT Staff Network Group is committed to providing support and opportunities for all sections of our community. In order to achieve this, we would like to encourage Network members and Trans staff to let us know how we can help. The University has already produced a guide to supporting Trans Staff and Students at the University which can be viewed at:

<http://documents.manchester.ac.uk/display.aspx?DocID=12047>

Between 12 - 14 July, Manchester will play host to Sparkle, the National Transgender Celebration. If any network member would like help in organising an event, talk or simply promoting something that is taking place then please get in touch.

The Network are also looking to mark the Transgender Day of Remembrance which occurs annually on 20 November.

Suggestions as to how best commemorate this event would be appreciated as would any offers of support.

Email: lg.bt@manchester.ac.uk

Equality and Diversity Forum

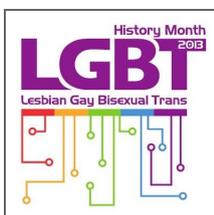
The bi-annual Equality and Diversity Forum took place on 15 May and representatives from all of the Staff Network Groups were present.

The Forum received an update on the activities of the LGBT Network and were pleased by our improvements in the Stonewall Equality Index and activities for LGBT History month.

Members of the Forum (which include the Deputy President and Deputy Vice-Chancellor, Associate Vice President for Social Responsibility and our Diversity Champion, Karen Heaton, Director of HR) were also keen to support IDAHOT 2013 as well as the initial plans and theme presented for Manchester Pride 2013.

LGBT History Month

February marked LGBT History month and the Network put on a range of diverse events including talks, film screenings and the annual quiz. Thank you to all who participated and to those who organised the events.



Social Events

As usual there is plenty to be get involved in from a social aspect.

Book Group: The book group will meet again on Wednesday 26 June from 5pm upstairs at Kro Bar. The chosen novel is 'The Naked Civil Servant' by Quentin Crisp. Everyone is invited along and welcome to make suggestions about the next read.

WalkOUT Club: The walking continues through all weathers! Generally the second Sunday of the month these walks are always very popular and you get to see a part of the North West you might never have been to before! More details from:

www.sundaywalkout.org.uk

What interests you? The popularity of the book and walking groups show that there are opportunities for members of staff to engage in things that interest them. Is there a demand for other spin-out groups? Perhaps you'd be interested in volunteering / wine tasting / fine dining / sporting activities? Whatever it is, why not email the network so that we can see if others would be interested and arrange a meeting?

Manchester Pride 2013

As many of you will now know, the Network's plans for Manchester Pride 2013 are well under way. The general theme for the parade this year is 'Acceptable in the 80s' and so with that in mind, the University will be putting forward an entry around the theme of 'University Challenge'. This links both the University's recent success in the TV quiz show with the classic 80's episode of 'The Young Ones' in which the four main characters compete for 'Scumbag College'. Hopefully this will be a lot of fun and equally, if not more, successful than our entry last year - remember we have a title to defend!

The Network has already received a lot of support from Senior Management and also both the 2012 and 2013 University Challenge teams.

As with last year's entry, we'll be requiring a small army of volunteers to help with the preparation and publicising of the event. Please look out for emails and volunteer as often as you can. Hopefully those who were involved last year can testify to what a great day it was and please remember that our overall aim is to celebrate inclusivity; therefore we will be looking to all areas of the University for support - not just from LGBT staff and students (so bring along your friends, family and colleagues!).

We also hope to put on a varied collection of events and activities throughout August as part of the fringe celebrations.

If you have any ideas, suggestions or requests then please let us know! lg.bt@manchester.ac.uk



For general enquiries, details on Manchester Pride 2013 or to be added to the **confidential** mailing list please email:

lg.bt@manchester.ac.uk



For Equality and Diversity Issues please email:
Paul.Marks-Jones@manchester.ac.uk



Don't forget to find us on Facebook!

Search for our group:

'LGBT Staff Network Group - University of Manchester'