

21 January 2016

Stonewall Result

As you may have read or heard in the media, the annual Stonewall Workplace Equality Index results were announced earlier this week.

I'm delighted to inform you that for the second year running the University finished inside the Top 100. Whilst we slipped a few places we actually INCREASED our score. We are one of the Top 5 Universities in the UK, the second placed Russell Group University and one of only four North West companies in the index! Added to this was a 10% increase in participants, so we still have plenty to smile about.

At the awards ceremony on Tuesday Stonewall's CEO Ruth Hunt described the questionnaire as 'one of the most arduous and complex things organisations have to do'. So credit should be given to the team of people who contributed to our index this time round: Antony Tommis, Daniel Taylor, Paul Brierley, Stephen Johnston and Victoria Cuthbert. You can read articles [here](#) and [here](#).

And the new logo for signatures is attached to this message.

The process for the next index will soon be underway and so if you're interested in contributing, please let me know:

lgbt@manchester.ac.uk

LGBT History Month

We have some more dates for events and need some VOLUNTEERS!

Wednesday 3 February: group coffee and cake (more info below and on Facebook page)

(TBC)Thursday 4 February 5.30pm: film screening of Almodóvar's 'Bad Education/Mala Educación'

Tuesday 16 February 5pm: Book group (more info below)

Thursday 18 February (lunchtime): Religion and Faith: LGBTI network members can come and talk about their life experience and articulate any thoughts, fears hopes and anxieties about religion or being (or wanting to be) a person of faith, explore their spirituality etc, on the one hand; and on the other hand where people of faith can come listen and join in a shared debate. Chaplains and students of faith (both gay and straight) will also be invited to offer a safe space for debate.

ACTION: are you religious, spiritual or have a particular faith that you'd like to represent at this meeting? PLEASE mail lgbt@manchester.ac.uk

Thursday 25 February in ICONIC Bar - Our annual quiz

Friday 26 February 6pm – Martin Harris Centre. The launch of the LGBT National Weekend Festival. We have 10 pairs of tickets to this invite only event. Please send me your name (& name of plus 1) if you would like to attend.

ACTION: If any group members can volunteer to help promote and run these events, please let me know by contacting lgbt@manchester.ac.uk

Network Group Attendance

A recent change agreed at the last E&D Forum was around attendance at Network Group meetings:

'all members of staff (of all grades and all roles) should be allowed to **attend up to 3 network meetings** per year within normal working hours with permission from their line manager. However, you are not obliged to disclose to your line manager which specific network group.

If anyone faces any problems with this, please contact Patrick Johnson (patrick.johnson@manchester.ac.uk), Head of E&D'

Time to Change /Time to Talk

It's Time to Talk about Mental Health – Thursday 4th February, 11am – 2pm

University Place Foyer and 1st Floor, Atrium

<https://www.youtube.com/watch?v=kLT7MxxvFQo>

1 in 4 people in the UK will experience a mental health problem each year (Mind), yet there continues to be stigmas and misconceptions around mental health.

Having a mental health problem is hard enough, but sometimes the isolation and stigma can make it even worse.

Help break the silence

Thursday 4 February 2016 is Time to Talk Day, a day for the nation to take 5 minutes to have a conversation about mental health and tackle the stigma surrounding it. On this day, we're asking students and staff to:

- Talk – don't bottle things up. Talk to an advisor, tell us your story or have a conversation online.
- Get Informed – about the services available for you or someone you know
- Take a Break – join our charity bake sale and information sessions in the University Place foyer 'iZone' and upstairs in the Atrium communal area, 11am – 2pm on Thurs 4th February. Proceeds to Mind www.mind.org.uk
- Do something small – that can make a big difference. Meet with friends, take part in an activity or join a group.

Get involved and make a difference

Adam Lavery – Equality and Diversity Data Analyst – email adam.lavery@manchester.ac.uk Tel: 306 5859

Next Meeting

The next meeting is scheduled for Tuesday March 22 at 12.30pm

Bring along your lunch and we'll provide some cakes and treats

All members will be invited via Outlook, so please look out for the invite and remember to accept (or decline) so we can find a suitable room.

Additionally – the meetings for 2016 are included in the notes – so please diarise them – though Outlook invites will be sent in due course.

ACTION: due to the way in which we send out invites to meetings we assume confidentiality for all members – if you're happy to be invited on a non-confidential outlook meeting (where other members can see your attendance) then please let me know – it just makes the admin of the meetings a bit easier 😊

Book Group

The next book group will be on Tuesday February 16 at 5pm and to fit in with the theme of History month (Belief, faith and sexual orientation) the following book has been selected:

[Ringing in My Ears by Susan Solazzi](#)

The author of the book will be in attendance to discuss her work and also issues around sexuality and faith.

New Social Event

Some group members have come up with an idea of having some less formal group meetings – with no agenda etc – just a way to meet and discuss things over coffee and cake about the group's activities.

The first of these gatherings is on Wed 3 February at the Sydney Street Café.

More information on the Facebook page.

11 Feb 2016

LGBT History Month

History month events are in full swing, but sadly, attendance at events has been low and attendance at these future events isn't looking promising.

Could you please try to attend or spread the word with your contacts. The timetable is attached or it can be circulated via this link: <http://documents.manchester.ac.uk/display.aspx?DocID=26805>

In summary:

Tuesday 16 February 5pm: Book group (more info below)

Thursday 18 February (lunchtime): Religion and Faith: LGBTI network members can come and talk about their life experience and articulate any thoughts, fears hopes and anxieties about religion or being (or wanting to be) a person of faith, explore their spirituality etc, on the one hand; and on the other hand where people of faith can come listen and join in a shared debate. Chaplains and students of faith (both gay and straight) will also be invited to offer a safe space for debate.

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Monday 29 February 12.30pm St Peter's Chaplaincy – Ceremonial tree planting to mark the life of Alan Turing. Including an art installation and refreshments.

We are also hosting part of the official LGBT History month Programme on Saturday 27 February
ADDITIONALLY our friends in SPORT are supporting us and have purchased 1000 pairs of rainbow laces for distribution at all staff and student sporting/wellbeing events in the final week of February – so if you'd like a pair make sure you participate in a university related sport or activity!

DON'T FORGET to tweet about our activities @UoMLGBT #LGBTHM16

Stonewall

Our feedback meeting for the 2016 index will take place early March.

After this date we'll have lots of actions to start on for the September submission.

Would you like to be involved?

If so – please mail lgbt@manchester.ac.uk

And the new logo for signatures is attached to this message – please use and circulate

Sparkle

Following last years most popular and busiest ever Sparkle – The National Transgender Celebration with ALLOUT! / University of Manchester being one of the sponsors of Sparkle in the Park, the organisers are holding the biggest ever National Transgender Awards on 24th March 2016.

The awards are to recognise the hard work, dedication and organisations that support and help trans individuals lead happy, fulfilling and rewarding lives.

You can submit nominations by heading to the link below, and we would be thrilled to be nominated in the following categories which would support and help to focus the work of ALLOUT!

- Which company has provided the most positive working environment for Trans* people making them Trans* Work Place of the Year
- Which company has provided excellent service and excelled in Trans* equality making them Trans* Friendly Company of the year
- Which Non Trans* individual has proved themselves to be Trans* Ally of the Year

Submit your nomination at - <http://www.sparkle.org.uk/ntga2016/ntga2016nominations/>

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New Social Event

Some group members have come up with an idea of having some less formal group meetings – with no agenda etc – just a way to meet and discuss things over coffee and cake about the group's activities.

The next of these gatherings is on Wed 2 March at the Sydney Street Café.

More information in future updates and on the Facebook page.

25 February 2016

LGBT History Month

Last two events for History Month.

TONIGHT is the annual Quiz at ICONIC Bar on Richmond Street – still some spaces on teams available, so why not be impulsive and come along?

We start at 6.30pm with the quiz kicking off at 7.30pm

The tree planting ceremony at the Chaplaincy will be on Monday 29th at 12.30pm – already great support from around the University.

And look out for the #rainbowlaces on campus – already loads of tweets going out about the University supporting this great campaign.

DON'T FORGET to tweet about our activities @UoMLGBT #LGBTHM16

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Sugar and Spice

International Women's Day is March 8th.

We're supporting Sugar And Spice which is run by the LGBT Foundation:

Manchester's biggest free event for
lesbian and bisexual
women

LGBT foundation  SUGAR & SPICE 10
WOMEN
 **OUT** 
LOUD



Sat 12th & Sun 13th March 2016

Full line-up and booking details: lgbt.foundation/sugarandspice

Takes place at LGBT Foundation, 5 Richmond Street, Manchester M1 3HF



LGBT foundation  **SUGAR & SPICE 10**
WOMEN OUT LOUD
Sat 12th & Sun 13th March 2016

Join us at Manchester's celebration of International Women's Day for lesbian and bisexual women, now in its tenth fabulous year!

FREE FOOD! FREE MASSAGES! FREE WORKSHOPS!

Join us for a weekend of socialising, discussions, culture, history, drumming, films, badge-making, activism, belly-dancing, jogging, zine-making, song-writing, laughter and much more. See the full line-up at lgbt.foundation/sugarandspice or call **0345 3 30 30 30**.

Come and meet friends old and new and celebrate inspirational lesbian and bisexual women. **Over 200 women joined us over the Sugar & Spice weekend last year – don't miss out!**

Sugar & Spice: Women Out Loud is a free event but places are limited so book yours now by going to:
sugarandspice10.eventbrite.co.uk

Part of the Wonder Women festival

Sugar & Spice 10 takes place at:
LGBT Foundation,
5 Richmond Street,
Manchester
M1 3HF

Queries?
0345 3 30 30 30 or
women@lgbt.foundation



Twitter: @LGBTfdn
#SugarandSpice10



Next Meeting

The next meeting is scheduled for Tuesday March 22 at 12.30pm
Bring along your lunch and we'll provide some cakes and treats.

ACTION: please send any agenda items to Geoff.blunt@manchester.ac.uk

Group Invite

Members of ALLOUT have also been invited to a special event hosted by The Guru Nanak Dev Ji Gurdwara, It's a fantastic opportunity for all to experience the faith and cultural practices of our Sikh friends - come along, take a tour and share in some of their kind hospitality.

The event will take place on the **28th February 2016 from 17:00 until 20:00.**

INVITATION TO ATTEND



Guru Nanak Dev Ji Gurdwara
Presents
Sewa and Vand Chakna Event
#WeStandTogether

We would like to take this opportunity to invite you to the upcoming Sewa and Vand Chakna event in relation to 'We Stand Together'. The event will be an opportunity to hear from faith leaders on the importance of sewa (selfless service) and vand chakna (sharing with others). There will also be the opportunity to see aspects of Sikh worship in practice as well as tour of the Gurdwara.

Guru Nanak Dev Ji Gurdwara
15 Monton Street
Moss Side
Manchester
M14 4GP

Sunday 28th February 2016
Arrival 5.00pm for 5:30pm start – 8pm Finish
Langar (veg meal) provided

RSVP to Onkar.Singh@gmp.police.uk
RSVP to William.Arpino@gmp.police.uk

Parking
Available on site

Dress
As Gurdwara is a place of worship, guests are kindly advised to dress modestly and please be aware you may be requested to sit on the floor

'Sukh Hovai Saev Kamaangeaa'
You shall find peace, doing selfless services (sewa)
Guru Granth Sahib Ji Ang 25



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Paul

