

Diversity In Focus

Lesbian, Gay, Bisexual and Transgender (LGBT)

February 2015

Welcome

This is our first edition of Diversity In Focus, where each month we will focus on different elements of diversity and provide information and current news items.

This month we are focusing on Lesbian, Gay, Bisexual and Transgender (LGBT). I would like to take this opportunity to thank the members of AllOUT (the LGBT Staff Network Group) who worked so hard to help us secure position 43 in the [Stonewall Workplace Equality Index](#).

The Index is Britain's leading tool for employers to measure their efforts to tackle discrimination and create inclusive workplaces for lesbian, gay and bisexual employees.

I do hope you find the following articles accessible and informative. If you would like to opt out of these messages, give any feedback or even contribute to future editions, please contact diversityinfocus@manchester.ac.uk

Patrick

Patrick Johnson

Head of Equality and Diversity



Next month's theme is Disability in the Work Place

You can find out more about what we do on our [equality and diversity staffnet pages](#)

Celebrate LGBT History Month

Lesbian Gay Bisexual Trans History Month is about celebrating and raising awareness of the lives and experiences of LGBT people, past and present. Events on campus include a historic LGBT journey through poetry and a discussion on 'what is a bisexual anyway?' A full timetable is available, everyone is invited – all events are free – you just need to register!

[LGBT History Month Timetable 2015](#)

The Secret History of Same Sex Marriage

Same sex marriage is making the headlines, with Stephen Fry's wedding and the US supreme court soon to decide on its legality. It seems like a quintessentially 21st Century issue. In fact such formal unions have a long and fascinating history.

[Find out more in Faramerz Dabhoiwala's article in the Guardian](#)



Tackling underreporting of hate crimes

The Equality and Human Rights Commission (EHRC) has launched a project to tackle the significant underreporting of hate crime against lesbian, gay, bisexual and trans people in the UK.

The *Crime survey for England and Wales* indicated 39,000 homophobic incidents took place between 2012 and 2013. However less than 4,500 homophobic and transphobic incidents and crimes were reported to police in the same period.

[Find out more about the EHRC project](#)

Report bullying, harassment or discrimination

Staff and students (and visitors) can report bullying, harassment or discrimination online, anonymously or request support.

Find out more at www.manchester.ac.uk/we-get-it or click on the report and support button



Trans: what does it mean?

Trans is an inclusive term for people who may identify themselves as transgender, transsexual, transvestite, but also includes identities such as agendered, polygendered, non-gendered or gender queer.

There are growing numbers of trans people working and learning in higher education institutions and colleges.

[Read Rachel's story and find out what you can do to support staff and students](#)

The Annual Sexuality Summer School at the University May 18-22 2015 on the theme: Queer Arts as Activism

The Sexuality Summer School brings postgraduates, researchers and international scholars together with artists and filmmakers to facilitate dialogue and discussions that speak to contemporary debates in queer and feminist sexuality studies, with a particular emphasis on the interdisciplinary study of culture.



Sexuality Summer School

The Sexuality Summer School will also include workshops for students with [Jackie Kay](#), [Nina Wakeford \(Goldsmiths\)](#), and members of CSSC at The University of Manchester, including: [Jackie Stacey](#), [Monica Pearl](#), [Laura Doan](#), [Daniela Caselli](#) and [Kaye Mitchell](#).

[Find out more about the Sexuality Summer](#)

A message from Stephen Johnston AllOut

I've been a member of 'AllOut', the LGBT Staff Network Group, since it launched in February 2010. Over the past 5 years I've been thrilled to see the membership and influence of the group grow and there have been many fantastic milestones along the way. Being a member of a Staff Network Group is not only a great way to meet colleagues from across the University, but you are able to influence decisions and projects that make a real difference to people working and studying at the University as well as the local community. AllOut coordinated the successful application which led to the University becoming a Stonewall Top 100 Employer and was recently awarded 'Network Group of the Year in the North West' both of which are outstanding achievements for a relatively young group. My advice to any member of staff would be to "get involved" and follow the activities of 'AllOut' via Twitter: @UoMLGBT

[Find out more about ALLOUT](#)

Take a look at our Diversity Calendar

It's a great resource when you are planning an event or if you'd like to know more about the activities that take place throughout the year.

