

ALLOUT - Lesbian, Gay, Bisexual, Trans + (LGBT+) Staff Network Group:

Duties of the co-Chairs

- Lead the Network and ensure it is friendly, engaging, dynamic and relevant
- Demonstrate a real passion for equality by acting with fairness, balance, understanding and integrity
- Organise and chair quarterly meetings of the Network
- Represent ALLOUT at the EDI Forum (quarterly)
- Represent ALLOUT at the Equality Diversity and Inclusion Governance Group (by invitation)
- Lead regular discussions with The President & Vice Chancellor, Vice President for Social Responsibility and Director of EDI
- Facilitate formal and social opportunities for LGBT+ staff to openly share their experiences about working at the University, in confidence
- Provide support, advice and guidance, or signposting, where appropriate
- Seek responses and resolutions to questions and issues raised by members of the Network, with support from the Equality, Diversity & Inclusion Office
- Initiate ideas, discussions and projects related to race equality in response to input from, and the needs of, Network members
- Be responsible for the annual Network budget, held by the Equality, Diversity & Inclusion Office – submitted July
- Identify actions, activities and events for the Network to focus on in the coming year and beyond
- Offer appropriate opportunities, roles, responsibilities, duties and tasks to interested members of the Network
- Observe strict confidentiality when dealing with private contact and communication from individuals, both internal and external, and be aware of related sensitivities
- Welcome new members to the Network and invite feedback from those who wish to leave
- Promote LGBT equality and lead the Network's involvement and consultation on the University's plans, strategies, policies and guidance (including the Stonewall Workplace Equality Index) – submitted September
- Challenge the University where it falls short on LGBT equality and where it discriminates on the basis of sexual orientation or trans status

- Commend the University when positive steps are taken towards LGBT+ equality and eliminating LGBT+ discrimination
- Maintain strong links with the
 - The University's Senior Leadership "Champion" for LGBT+
 - Associate Vice President for Equality & Diversity
 - Members of the University's Equality & Diversity Forum
 - Equality, Diversity & Inclusion Office
 - Other Network Groups
 - Other Support Services
- Ensure all areas of the workforce are represented in the Network and ensure 'hard to reach' staff are included in communications and activities
- Work closely with other people, projects, initiatives, groups/offices and organisations, within the University and externally, that raise awareness around race equality
- Arrange for a network representative to update and/or maintain:
 - LGBT+ mailbox
 - LGBT+ confidential mailing list:
(LGBT- NETWORK@listserv.manchester.ac.uk)
 - LGBT+ intranet site(<https://www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network/lgbt-staff-network-group/>)
 - Regular, varied and accessible social events