



## **LGBT Staff Network TERMS OF REFERENCE**

*A network working towards realising and developing equality for lesbian, gay, bisexual and transgender staff within the Collegiate University of Oxford (the University) and its associated institutions (including Oxford University Press)*

### **1. Aims of the Network**

1. To provide a safe, confidential and supportive environment for all staff who identify as LGBT to meet together (or via virtual means, email, facebook etc) and express and share their views, experiences and concerns.
2. To work towards creating and supporting a culture in which all members of the University community are able to participate and fulfil their potential in an environment where they are valued and respected.
3. To develop and maintain relationships with other external LGBT groups and networks.
4. To celebrate and promote the successes of the LGBT members of the University – staff and students.
5. To inform and influence the University's approach to sexual orientation and transgender issues by contributing experience, expertise and ideas.
6. To identify general trends relating to the employment of LGBT staff and recommend initiatives to address any potential sources of inequality that might be identified.
7. To advise and assist in monitoring the effectiveness and impact of equality policies and procedures from a LGBT perspective.
8. To provide opportunities for peer networking, support and personal and professional development amongst LGBT staff.

### **2. The Network**

1. The Network is open to all individuals who are employed, whether full or part time, temporary or permanent, by the Collegiate University of Oxford or an institution formally associated with it; and who are generally supportive of realising and developing equality for lesbian, gay, bisexual and transgender people in the workplace.

To join the network send a blank email to: [oxu-lgbt-staff-subscribe@maillist.ox.ac.uk](mailto:oxu-lgbt-staff-subscribe@maillist.ox.ac.uk)

2. There will be an annual general meeting for all members of the Network, usually in January.
3. These terms of reference may be amended by a quorate meeting of the Advisory Group but proposed changes must be notified to the whole network three weeks in advance of the meeting. If ten or more members of the network request it, a full meeting of the network must be instead be held, with two weeks' notice, to discuss and make a decision on proposed changes.