

NETWORKS

There are a number of staff networks across the University, including the BME Staff Network and the Disabled Staff Network. A comprehensive list of networks can be found at: edu.web.ox.ac.uk/networks

In addition LGBT+ staff may wish to join:

- **Oxford University LGBT+ Staff Network**

The Staff Network brings together LGBT+* employees of the University of Oxford, Oxford University Press, and the colleges, and postgraduate students from across the institution. The Network is inclusive of people with multiple identities, and work collaboratively with the Disabled Staff and BME Staff Networks. The Network uses an email list to send out news relevant to LGBT+ staff and holds various meetings throughout the year, both social and work-related. Membership of the list will be kept confidential. Webpage: edu.web.ox.ac.uk/lgbt-staff-network

- **Oxford Area Academic LGBT+ Staff Network**

This informal network is for all LGBT+ staff at Oxford Brookes University, University of Oxford (and its colleges), and Oxford University Press. Website: www.ox-lgbt-acad.org.uk

* The '+' represents minority gender identities and sexual orientations not included explicitly in the acronym LGBT (Lesbian, Gay, Bisexual, Transgender).



LGBT+ ROLE MODELS

Professor Richard B Parkinson

Being gay for me is just a normal part of my personal and professional life, and doesn't bring with it obligations to conform to anyone's expectations. In a university like Oxford, there are all sorts of LGBTQ people - artists, gardeners, scientists, mathematicians, and even Egyptologists!



Helen Charlesworth

It's important to have openly LGBT people at the University so that colleagues can see this is a safe and welcoming environment. We know that people perform better at work when they feel happy and able to be themselves.



Jessica Ryan-Phillips

It's taken me a while to feel fully at home with being bisexual, and I have benefited hugely from mentorship and support from other LGBT+ community members while I've settled into my identity.



Lloyd (Meadhbh) Houston

A large part of finding the confidence to be myself came from the support and encouragement I received from other members of the community and from the example set by LGBTQ+ friends and colleagues.



Find more LGBT+ Role Models: edu.web.ox.ac.uk/lgbt-role-models



INFORMATION FOR NEW LGBT+ STAFF

Welcome to the University of Oxford.

The Equality and Diversity Unit and the LGBT+ Advisory Group have collated information we hope will be useful in helping you navigate and settle into the University of Oxford.

You will find the University has a thriving LGBT+ Staff Network which is both social, and active in ensuring policy and practice is LGBT+ inclusive. We also have a trained and supported LGBT+ Role Models and Allies Network.

Read on to find out about our networks, events, training, mentoring, representation, support and advice.



SUPPORT AND ADVICE

The University is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. Should you encounter an issue the University has a Harassment Policy and Procedures and supports a network of Harassment Advisors. To find out who the Harassment Advisor is for your department/faculty/unit/college email:

harassment.line@admin.ox.ac.uk.

If you would prefer to speak to a Harassment Advisor who is LGBT+, visit the website: edu.web.ox.ac.uk/support
Occupational Health Services provide support to all University employees on work-attributable health issues. For more information on how to access this support, and the range of services available, visit the website:

www.admin.ox.ac.uk/uohs

The University has a comprehensive Trans Policy and Guidance: edu.web.ox.ac.uk/transgender-guidance

REPRESENTATION

There are a number of ways you can be actively involved in decision-making at Oxford, through Congregation, University, departmental or college committees. Website:

www.ox.ac.uk/about/organisation/governance

In addition LGBT+ staff may wish to join:

- **LGBT+ Advisory Group**

A working group to highlight issues, inform policy and practice, and facilitate consultation and the sharing of information with LGBT+ staff and students. Staff members of this group must be members of the LGBT+ Staff Network. Even if you are not a member of the Advisory Group there are still opportunities to feed through your concerns to the Chair or Vice Chair of the Advisory Group or attend the annual general meeting.

Website: edu.web.ox.ac.uk/lgbt-advisory-group

EVENTS & SOCIAL ACTIVITIES

There are social events throughout the month where members of the LGBT+ Staff Network meet up, including 1st Thursday drinks, Cheap Eats and LGBTea. Join the network for information on dates and locations.

The University and Staff Network take part in **Oxford Pride** every year, organising an event in the week leading up to the Parade, marching in the Parade and hosting a stall at the festival.

www.oxford-pride.org.uk

We also organise an annual lecture, introduced by the Vice Chancellor, to celebrate **LGBT History Month**. Watch previous lectures here: edu.web.ox.ac.uk/podcasts

Outside the University you will find information on LGBTQ+ community events, resources, and support services here:

www.lgbtoxon.uk

If you are a new member of staff who is LGBT+ and would like to know more about Oxford and the University from an LGBT+ perspective, Role Models are happy to help. Check the individual profiles for more information:

edu.web.ox.ac.uk/lgbt-role-models

STAFF BENEFITS

All the University policies, in particular the family leave policies are LGBT+ inclusive and apply to same-sex, same-gender and non-heterosexual couples. For more information visit the website:

www.admin.ox.ac.uk/personnel/staffinfo/parentsandcarers/parents

The University offers a comprehensive range of Childcare Services.

For more information visit the website: childcare.admin.ox.ac.uk

For information on all staff benefits, including transport schemes, discounts and professional development for University staff visit:

www.admin.ox.ac.uk/personnel/staffinfo/benefits

TRAINING & MENTORING

The University has a number of training and mentoring opportunities for staff. Some of your training will be organised locally by your department or college. University staff can make use of face-to-face and online training provided by the People and Organisational Development team (POD) www.learning.ox.ac.uk

In addition LGBT+ Staff may wish to take part in:

- **LGBT+ Role Models**

This workshop provides LGBT+ staff an opportunity, in a safe and supportive space, to explore what it means to be an LGBT+ role model, to identify potential barriers and ways to overcome them. More information on the workshop and the Role Models can be found here:

edu.web.ox.ac.uk/lgbt-role-models

- **Mentoring**

Some of the Role Models have also received mentoring training. Visit the website to find out which Role Models offer mentoring. edu.web.ox.ac.uk/lgbt-role-models



LGBT+ ALLIES

The University has a growing network of LGBT+ Allies who have attended the LGBT+ Allies workshop. The workshop aims to give non-LGBT+ staff the confidence, knowledge and practical advice on how to be a visible LGBT+ Ally and positively influence the culture in their departments and colleges. Webpage: edu.web.ox.ac.uk/lgbt-allies

