LGBT+ Staff Community Strategy 2030

Vision

Our vision for 2030 is to be a sector leading LGBT+ staff community that is impactful, inclusive, and collaborative in our mission to provide support for all LGBT+ staff members to feel comfortable to be themselves at work and have the opportunity to succeed.

What do we do?

1. Social

a) Create a social staff community of LGBT+ staff and allies where staff feel empowered to be their authentic selves at work.
b) Create a positive working environment free from discrimination, abuse or bias based on sexuality or gender identity.
c) Provide and foster a supportive environment where community members can give and receive peer–peer support for issues or concerns that may have within the workplace.

2. Educate

a) Provide university staff members the opportunity to develop their knowledge on LGBT+ topics and themes.
b) Provide senior leadership the opportunity to learn more about key issues that impact the LGBT+ community through initiatives such as the Reverse Mentoring programme.
c) Increase awareness of LGBT+ issues throughout the university and Greenwich Student Union through sharing information and invitations to educational events, supported by Internal Communications.
d) Educate the wider university ecosystem and partnerships through publications of research and local community engagement.
e) Promote allyship throughout the university, providing resources and training opportunities to support allies.
f) Encouraging conversations around intersectionality through educational campaigns/events to increase learning of how experiences of sexuality and gender identity can be impacted by factors such as race, religion and age.
g) Create annual focus areas (minimum: 2) for educational campaigns/events based on marginalised identities such as: trans identities, LGBT+ people of colour, LGBT+ parents, asexual identities.

3. Influence

a) Engage with, inform, and influence University policies and processes that impact LGBT+ staff members and students.
b) Inform training programme offered by the university and provide resources for professional development of LGBT+ Staff.
c) Foster sustained engagement with Vice Chancellor's Executive and senior management.
d) Support the university to take action on national and international matters on LGBT+ issues.

4. Engage

a) Supporting external LGBT+ local and national organisations and initiatives
b) Engage with other LGBT+ staff, student and alumni community groups, both internally at University of Greenwich and with external community groups from other HEIs.
c) Engage and collaborate annually with the other staff networks in relation to intersectionality.
d) Support staff to attend and engage with LGBT+ conferences and learning development opportunities.

What do we want to achieve?

- To be a recognised and awarded sector leading LGBT+ Staff Community
- A growing and engaged diverse member base and executive committee.
- No meaningful LGBT+ pay gap.

How will we know we have achieved it? (KPIs)

- **Annual Community Survey Results**
    - Once per year the exec committee will conduct a community survey to ask for wider feedback on being LGBT+ at the University of Greenwich, and the work of the LGBT+ Staff Community.
    - 90% or higher of completed survey responses being satisfied with the work of the LGBT+ Staff Community in questions asked in the below categories:
        - Creating a sense of social community
        - Providing education and learning opportunities
        - Visibility of work done in partnership with the People Directorate
        - Quality of partnerships with internal and external communities
- **Stonewall Workplace Equality Index**
    - Placing 1st for Higher Education within the Stonewall Workplace Equality Index.
- **Staff Survey Results**
    - Average LGBT+ staff score being equal to university average, or higher in key wellbeing and culture questions asked within the staff survey. For example (but not limited too);
        - "My health, mental health and wellbeing at work are adequately supported".
        - "I feel I can be my true self at work".
        - "I would feel able to report bullying/harassment without worrying that it would have a negative impact on me".
        - "I feel that my background, difference and lived experience is valued at the University".
- **Partnership Engagements**
    - Minimum of 1 partnership campaign with each internal staff network per year.
    - Minimum of 1 partnership campaign with an external LGBT+ organisation per year.
- **Engagement levels**
    - Annually increasing number of attendees at community meetings and events
    - Annually increasing % of entire staff body that have engaged with additional LGBT+ focused training courses (e.g. Bisexuality Awareness Training)
    - Increasing number of digital visits to key LGBT+ themed articles and webpages
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