

# Kaleidoscope LGBT+ Staff and PGR Group – Terms of Reference



## The aims of the group are:

- To promote the interests of LGBT+ staff and PGR students at The University of Bath
- To provide an LGBT+ Staff and PGR Group which gives all staff and PGR students an opportunity to network, organise events, and socialise
- To raise awareness of LGBT+ issues at The University of Bath
- To provide a forum to discuss issues related to LGBT+ staff and PGR students at The University of Bath
- To provide mutual support and encouragement to LGBT+ staff and PGR students
- Where relevant and appropriate, to offer confidential signposting to guidance and support available to all staff and PGR students regardless of LGBT+ status
- To provide an alternative to the SU Diversity and Support Student Group for LGBT+ PGR students
- To identify good practise both internally and externally from appropriate sources
- To contribute to staff recruitment policy development through the ED&I LGBT+ Working Group
- To manage an allies mailing list to share relevant information with those who care about LGBT+ issues
- To contribute towards becoming one of the Top 100 employers for LGBT+ people in the UK as indexed by Stonewall
- Once achieved, to contribute to maintaining the Top 100 status or an increase in points year on year

## Membership & Events

- Membership is aimed at staff and PGR students who identify as LGBT+ at The University of Bath
- Members can opt into the confidential mailing list
- Members can join the closed Facebook Group
- Members can join the closed Yammer Group
- The group will run monthly meetings available to all members (staff and PGR students)
- The group will organise at least one social event per semester (staff only)
- The group will organise at least one social event per semester (PGR students only)
- The group will organise at least one awareness raising event per year
- Other social events will be planned on an ad hoc basis, and member suggestions are welcomed
- We will also organise events which are open to the whole University community who care about LGBT+ issues, or require support inside and outside of the workplace

## Group Structure & Budget

- The group has two co-chairs, who also hold Committee positions (see below).
- The co-chairs are supported by the other Committee Members.
- The membership of the committee should be representative of the University community, including Academic Staff, Professional Services, and PGR students. Additionally, the committee should be as diverse as possible in terms of LGBT+ identities. We seek this representation via appeals to the membership and wider University community.
- The group will be supported by the Equality, Diversity & Inclusion Unit, which provides an annual budget. The group can provide an informal report of our activity upon request.
- Additional funds for specific events can be applied for from the Equality, Diversity & Inclusion Unit.

