

LGBT+ Equality Strategy Delivery Group

Purpose:

- The LGBT+ Equality Strategy Delivery Group is a Sub-Group of the UEB Equality, Diversity and Inclusion Sub-Group.
- Continuing on from the work of the LGBT+ Strategy Review Group, the Delivery Group works collaboratively to oversee delivery of the actions contained within the LGBT+ Equality Strategy Action Plan.
- It is supported by an Advisory Group of key student and staff LGBT+ stakeholders, which serves as a critical friend to offer constructive challenge and feedback.
- The Delivery Group meets four to six times per year.

Terms of Reference:

1. To adopt a 'One University' approach to improve the representation, progression, retention, experience and success of LGBT+ students and staff at the University of Sheffield.
2. To build on the institutional work to date to foster a more inclusive workplace for LGBT+ staff and embed LGBT+ inclusion throughout the student lifecycle.
3. To support the implementation of actions and underpinning activities that constitute the four objectives of the LGBT+ Equality Strategy and Action Plan:
 - a. To build on previous work to further develop a fully equitable, inclusive and open culture that facilitates belonging and promotes respect for LGBT+ staff, and taught, research and apprenticeship students, and the wider community.
 - b. To embed LGBT+ inclusion throughout the taught, research and apprenticeship student experience to best support LGBT+ students in academic, residential, social and wellbeing contexts from pre-application to graduation and beyond.
 - c. To enhance our LGBT+ inclusion work to meet the needs of all LGBT+ staff communities in a HE environment throughout the employee lifecycle.
 - d. To position the University as an institution of choice for LGBT+ students and staff, building on and enhancing our reputation at the vanguard of LGBT+ equality to external audiences, including as a positive advocate in the HE sector and Sheffield City Region.
4. To identify, ratify and support an operational lead for each action and establish key collaborators to carry out actions, ensure they are fully engaged in the work and ensure that actions are progressing or are planned in their respective areas.
5. To agree on key areas of priority and potential quick wins, set direction, discuss and seek to resolve challenges that may present to ensure progress continues.

6. To advise and make recommendations on LGBT+ inclusion work to the UEB Equality, Diversity and Inclusion Sub-Group and other University Committees, where appropriate.
7. To draw up a budget proposal to take to UEB at appropriate points throughout the implementation.
8. To adopt an intersectional approach and be mindful of other work underway across the University, including work in train or planned under other institutional EDI action plans, and the need to work collaboratively with stakeholders to resolve issues as they arise.

Reports to: UEB Equality, Diversity and Inclusion Sub-Group.

Membership:

Chair:

Professor Richard Phillips (Geography)

Representative Members:

| | |
|---------------------------------------------|----------------------------------------------------------------------------------------|
| One University | Professor Sheila Francis (Faculty Director of One University for Health) |
| Senior LGBT+ Champion | Professor Graham Gee (School of Law) |
| Research | Deborah Lodge (Director of Research, Partnerships & Innovation) |
| Student Support Services | Debra Ogden (Deputy Director of Student Support Services) |
| Student Recruitment, Marketing & Admissions | Mark Roberts (Student Recruitment Manager (Faculty Partner)) |
| Accommodation & Commercial Services | Greg Pevy (Residence Life Manager) |
| Human Resources | Hannah Morgan (Associate Director of Organisational Development & Employee Engagement) |
| Estates & Facilities Management | Floyd Kuczawski (Senior Building Surveyor) |
| IT Services | Dr Arthur Clune (Assistant Director of IT Services) |
| Corporate Communications | Lindsey Wilson (Head of Internal Communications) |
| LGBT+ Staff Network Chairs | Dr Alessandro Leonardi (School of Mechanical, Aerospace and Civil Engineering) |
| | Vincenzo Silvestri (Room Bookings Officer) |

In attendance:

Zaidah Ahmed (HR Manager)

Secretary:

Ellie Moreland (Human Resources)