

UEA Staff Pride Network

A Purpose of the Network

The UEA Staff Pride Network exists to foster a supportive community and safe space for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual + (LGBTQIA+) staff. We aim to promote the exchange of information, experiences, ideas, and concerns, and also provide socials, events, and opportunities to engage with fellow colleagues who identify as part of the community above. Its primary goal is to empower staff to realise their full potential by creating a positive and supportive working environment.

B Aims and Objectives

The network aims to be an effective platform focusing on visibility, education, and social community development. Specific objectives include:

- Recognising that personal lived experiences could be different from others.
- Building trust with all members and allowing a safe space for people to talk about their lived experiences.
- Being non-judgmental.
- Fostering being respectful to fellow colleagues, and external speakers.
- Recognising and celebrating achievements of colleagues and network members.
- Supporting staff through networking opportunities.
- Advocating for staff concerns with key decision-makers.
- Providing a confidential space for staff to express their concerns.

C Principles

1. Embedding the University's [values](#) into all aspects of the network's activities.
2. Compliance with all University policies and procedures, especially [Dignity and Respect in the Workplace](#), [EDI Code of Practice](#) and [Freedom of Speech](#).
3. Ensuring compliance with relevant legislation, specifically the [Equality Act 2010](#) and the [Public Sector Equality Duty \(PSED\)](#).
4. Aligning the network's activities with the [University Vision and Strategy 2030](#).

D Terms of Reference

The network will:

1. Provide an annual report to the Equality, Diversity, and Inclusion Committee outlining activities, developments and a thematic view of issues affecting staff.
2. Promote the interests of LGBTQIA+ staff employed at the University of East Anglia (UEA).
3. Raise awareness of LGBTQIA+ issues at UEA.

4. Provide an LGBTQIA+ Staff Network Group which gives all staff an opportunity to network, organise events and socialise, celebrating diversity and inclusion.
5. Provide support and information to staff on LGBTQIA+ matters in the workplace.
6. Signpost to other LGBTQIA+ support networks and organisations both internally and externally to the UEA.
7. Act as an advisory group on LGBTQIA+ equality and diversity issues within the university, such as contributing to policy development and implementation.
8. Identify ways of challenging discrimination and stereotyping among colleagues, peers, students, stakeholders, and customers
9. Work towards the elimination of unlawful discrimination, harassment, victimisation, homophobic and transphobic bullying.
10. Work alongside the UEA LGBTQ+ Allies staff network, Access All Areas (AAA), RESNet, and the Black and Minority Ethnic (BAME) networks to ensure that inclusion and diversity is at the heart of the way in which UEA operates.
11. Provide a forum to discuss issues related to LGBTQIA+ staff at the UEA.
12. Contribute to policy development through UEA's Equality, Diversity & Inclusion Committee (EDI Committee).
13. Network with LGBTQIA+ organisations across the Norwich Research Park, John Innes Centre, the Norfolk and Norwich University Hospital, as well as throughout Norfolk.
14. Represent the UEA at external events including Norwich Pride and within the local community, showcasing UEA's commitment to supporting LGBTQIA+ issues.

E Membership

Membership to the Staff Pride Network is open to anyone who identifies with the LGBTQIA+ acronym/community. All permanent and temporary University of East Anglia staff, and also Norwich Research Park colleagues who hold a UEA email address can request to join the network mailing list, Teams site and social media pages.

Chairs will be appointed into the role through agreement from network members. Their term in office runs for as long as is required depending on requests from the network and the staff members availability and capacity to continue in the role as chair. The role involves chairing meetings, administrating the network, steering the network through LGBTQIA+ issues raised, manage the social media accounts, create and lead socials and plan events and arrange involvement in key LGBTQIA+ months throughout the year.

F Meeting Schedule

From the start of the 2024/25 academic year, the Staff Pride Network will run bi-monthly meetings starting from September 2024, taking place during term time. There will be flexibility applied so that if meetings are called/required in the intervening months, they can be arranged.

G Reporting Procedure

The network reports to the Equality, Diversity, and Inclusion Committee through a standing agenda item at each meeting. Requests for specific agenda items can be made through the Committee Secretary to the Executive Team Lead for Equality, Diversity, and Inclusion, who chairs the Committee. The Chair or Co-Chair serves as formal members of the Equality, Diversity, and Inclusion Committee and act as the contact point for the wider network.

H Approval and Revision

The terms of reference will be reviewed at the first meeting of each academic year or sooner if significant amendments are required. Approved versions will be formally reported to the Equality, Diversity, and Inclusion Committee.

Approved by the Staff Pride Network: March 2024

Formally reported to the Equality, Diversity, and Inclusion Committee: 10 June 2024