

# LGBTQI+ Staff Network – 2020 Vision

<b>Vision</b>	To work in partnership with the University to create and maintain a welcoming, supportive, and inclusive environment for LGBTQI+ staff.			
<b>Mission</b>	We will work towards our vision by focusing on: <ol style="list-style-type: none"> <li>1. Social and networking opportunities,</li> <li>2. Engagement with the wider University community, and</li> <li>3. Supporting the University to develop.</li> </ol>			
<b>Social and Networking Opportunities</b>	By 2020 we will:			
	Establish a buddying scheme for new staff	Organise termly after work social events	Hold a monthly lunch (1st Monday of the month etc)	
<b>Engagement with the wider University Community</b>	By 2020 we will:			
	Organise activities to mark World Aids Day (1 December 2018/2019); IDAHoBiT (17 May 2019); LGBT History Month (1-28 February 2019); and HudPride (June/July 2019)	Submit a nomination annually, for a honorary award of the University	Nominate a senior staff member to become a Patron of the Network	
<b>Supporting the University to develop</b>	From now until 2020 we will focus our work with the University to:			
	Develop relevant LGBTQI+ policies	Better understand the 'Queer Pay Gap'	Work towards Stonewall accreditation	Be active members of relevant University committees
<b>Enablers</b>	To achieve this, we must:			
	Develop a strong team of active members	Secure senior commitment	Launch a website to share information internally and externally	Develop a social media presence to engage with members and the community, and promote activities
				Secure and develop resources to support events and activities