# LGBTQI+ Staff Network – 2020 Vision

## Vision
To work in partnership with the University to create and maintain a welcoming, supportive, and inclusive environment for LGBTQI+ staff.

## Mission
We will work towards our vision by focusing on:

1. Social and networking opportunities,
2. Engagement with the wider University community, and
3. Supporting the University to develop.

### Social and Networking Opportunities
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) |

### Engagement with the wider University Community
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 |

### Supporting the University to develop
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 |

### Enablers
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 |