

LEIG Manager outlined a proposal for the order in which we contact stakeholders; however, we will defer to the Provost's Office and VPEE for their thoughts on what is the most effective.

Members commended the thoroughness of the strategy.

Action: LEIG Manager to meet with Provost's Office and VPEE to discuss the communications strategy.

LEIG Manager also discussed an FAQ document that will help anyone who has a role in championing the plan to understand its context and field questions.

The group also discussed potential ways the Provost and senior leadership could demonstrate their support to LGBTQ+ inclusion when the plan is launched. Some suggestions included:

- Donation (one-off or direct debit) to the Gender Expression Fund. This would demonstrate authentic personal commitment to EDI.

- Allyship statements, encompassed by action 2.1 of the LGBTQ+ action plan.

- Attending an LGBTQ+ training with the EDI team as a commitment to further learning and open-mindedness.

- Commit to spotlighting LGBTQ+ work more regularly in comms.

- A video statement.

Students' Union update

Equity and Inclusion Officer introduced themselves and mentioned their manifesto's focus on championing LGBTQ+ rights; they look forward to working with LEIG.

Promoting the success of the LEIG Fund

Members discussed how to effectively spotlight the success of the LEIG Fund.

Suggested ideas for promoting projects included hero videos and blogs as these are the most evergreen.

It was also suggested that the Vice Deans of EDI could champion LEIG projects in their faculties as they meet regularly and are supportive of EDI work.

Members also agreed on the importance of various comms teams across UCL promoting this work throughout the year for consistent and widespread coverage.

Senior support

Assurance of this work's longevity post LEIG. For example, a clear handover from LEIG Manager to their successor and some timelines of success would be helpful.

Reviewing how effective it is to 'marking our own homework'. Question raised as to whether a case should be made in the future for UCL to review its relationship with Stonewall in order to regain some external and impartial scrutiny.

An ongoing (rather than fixed-term) EDI Manager.

Effectively recognising and rewarding citizenship as volunteers give time to advance EDI.

Clarity around who will feed into the review of the LGBTQ+ action plan and what this self-audit process would look like.

Action: Members to continue feeding into LEIG Manager regarding reflections and we will review at next meeting.

Action: LEIG Manager to meet with a member to discuss citizenship.

Volunteers for proofreading and feeding back on LGBTQ+ guidance documents

Action: LEIG Manager to speak with colleagues who have volunteered to feedback on LGBTQ+ webpages on EDI website.

Senior allyship

LEIG Manager suggested a need for members to consider senior members of staff who can advocate for the action plan once it's launched. Members shared some details.

Action: everyone to please feedback to LEIG Manager around senior allies. Suggest friends of friends as a way in.