

## LGBT+ ACTION PLAN – 2019-2022

This action plan has been developed for the Faculty of Mathematics as part of the wider remit of the Equality and Diversity Committee (formerly the Athena SWAN Committee). It is also in specific response to concerns raised by the staff and student LGBT+ Community both within and beyond the Faculty. The plan was developed in consultation with students and staff within the Faculty, the LGBT+ Staff Network, CUSU/GU and the University E&D Section. The Faculty E&D Committee will oversee implementation of the action plan and will collate progress for reporting to relevant committees and stakeholder groups. Whilst some of these actions explicitly refer to the LGBT+ community (orange), many are also applicable across multiple protected characteristics and particular actions will also be relevant to race & inclusion, disability & wellbeing and gender equality networks (blue).

Theme	Action	Responsibility/ Resources	By when	Progress to date
Training	Induction meetings and material updated for all staff and students to include a clear statement on expectations around E&D and the University diversity networks.	HF and VG	Michaelmas Term 2018	Improved offer in student induction and handbook. Leaflet included in staff induction pack as of Lent term 2019.
	All new staff to have completed online unconscious bias training and mandatory online E&D training within 3 months of starting	Monitored by Faculty HR and DAs	From October 2018	Added in to the staff induction checklist as of Lent term 2019.
	All staff who sit on academic recruitments to have completed the <a href="#">‘Recruitment Essentials’</a> training	HoDs	Ongoing	Rolled out as of December 2018, so far DAMTP Professorial Staff 27.6%, 21% all DPMMS Academics
	Ensuring that Academic probation is completed in line with evolving University processes. This includes tailored conversations to reaffirm expectations and address any issues raised.	HoDs	From October 2018	Both DAMTP and DPMMS have a process in place and work is underway to ensure that this is robust and that all meetings happen.
	Mandatory <a href="#">‘Where to draw the line?’</a> training which includes Breaking the Silence and Dignity at Work.	HF and VG	Offered annually from Lent Term 2019 for staff and graduate students.	Meetings booked with SPS HR Business manager and Head of E&D to plan this programme of training

	Offer Faculty-wide Trans awareness training by LGBT+ Staff Network (Lucian Stephenson and Miriam Lynn)	HF and VG	Easter Term 2019 in the first instance	Meetings booked with SPS HR Business manager and Head of E&D to plan this programme of training
<b>Communication and Support</b>	Ensure that all literature provided to staff and students about Faculty policies, procedures and culture clearly explain our expectations. E.g. graduate student handbook clearly stating that the supervisor, advisor and student must sign the Code of Practice which covers expected behaviours.	HF and VG Graduate Office Manager	From October 2018	Graduate student handbook was updated for Michaelmas 2018 and Codes of Practice to be signed.
	Circulate and promote the <a href="#">University social media guidelines</a> to clarify expectations around blogs/tweets/online posts	HF and VG/HR induction pack	Lent term 2019	Publicised in Lent term Faculty bulletin and also the University guidelines have been added to all new starter induction packs.
	Develop a Faculty wide programme of engagement events promoting LGBT+ events and awareness. Where possible, these should be linked to and widely promoted alongside events that CUSU, the staff network and E&D team are delivering (e.g. in LGBT History Month).	LGBT+ champions and reps with support from Departmental administration. Financial and admin support will be provided for events	From MT 2018	The Faculty has supported a student led LGBT+ coffee event that takes place every other week during term time, The Faculty is marking LGBT+ History month. A full programme to be agreed once LGBT+ champions are in place.
	Provide the environment and resource in which a local LGBT+ student network or society can flourish.  Faculty mailing list set up at: <a href="https://lists.cam.ac.uk/mailman/listinfo/soc-maths-lgbt">https://lists.cam.ac.uk/mailman/listinfo/soc-maths-lgbt</a> Email: <a href="mailto:soc-maths-lgbt@lists.cam.ac.uk">soc-maths-lgbt@lists.cam.ac.uk</a>	LGBT+ champions, HoDs and E&D Com. Financial and admin support will be provided for network events	From MT 2018 (initially organised by a graduate student)	Student events taking place on a fortnightly basis in term.

	Identify two staff LGBT+ champions, one from each Department (cf the Faculty Women's Advisors).	HoDs	Open invitation	Invitation in Lent term newsbulletin. To be followed up by an email if champions do not come forward.
	Communicate more widely the mechanisms for reporting issues within the University and ensure that, where needed, swift, appropriate action is taken.	HoDs, DAs, HR induction pack	Ongoing	Materials for induction packs (letter from HoDs stating commitment and routes for reporting), news item about breaking the silence communicated in the bulletin in Lent term.
	Consider whether there is a benefit to a simple local anonymous reporting tool	E&D Committee	LT19 meeting	To be discussed with E&D team in Lent term. Suggestion boxes in place from March 19
	Regular liaison with the LGBT+ Staff Network and CUSU/GU about our activities including requesting feedback.	Chair E&D Committee, VG, HF, HoDs annually.	Annually	Feedback on the draft action plan was sought, generally positive with ideas for improvements Will report back to CUSU, GU and staff network.
	Ensure all single use bathrooms in CMS are gender neutral.	Facilities Manager	Academic year 2018/19	Will be achieved in the academic year 2018/19
<b>Governance</b>	Approval of LGBT+ Action Plan by Faculty Board	E&D Committee	February 2019	Achieved Lent term 2019
	Consider by which mechanism LGBT+ Staff Champions and student representatives contribute to the Faculty E&D committee.	E&D Committee	February 2019	To be agreed at E& committee in Lent term, suggestion that the champions become corresponding members and be added to the ToR.
	Ensure that students and post-doctoral staff are given the opportunity to participate and engage with the Faculty E&D Committee (via reps and/or focus groups and surveys).	E&D Committee	Lent term 2019	In Michaelmas and Lent term, nominations were sought from these staff groups to be agreed at the Lent term E&D meeting.

	Measure the impact of this action plan and initiatives via staff surveys and student E&D survey	E&D Committee	Ongoing	Staff survey will take place in March 2019.
	Develop further actions in response to surveys/feedback	E&D Committee	Ongoing	Continue to analyse and act on recommendations of feedback received to make improvements.
<b>Recruitment</b>	Actively engage with HR about changing the Academic role profiles and Further Particulars at a University Level	HF, VG and SPS HRBM	Lent term 2019	Meeting the HR Business manager in February to review what changes are needed and the process.
	Develop a more explicit statement for job adverts about signing up and promoting E&D principles. Identify opportunities for highlighting E&D issues in the recruitment process.	HoDs, HF, VG, HRBM for E&D committee approval	Lent and Easter Term 2019	Meeting the HR Business manager in February to review what changes are needed and the process.