

SIGNAL!

Sheffield Hallam University Staff LGBT+ Network



@SHU_Signal_LGBT



blogs.shu.ac.uk/signal



lgbt@shu.ac.uk

Introduction

The SIGNAL network enables LGBT+ staff to come together to share information, gain support and work towards a common goal of equality. We want to ensure all staff at Sheffield Hallam University feel valued and included however they identify.

The University acknowledges the advantages of staff networks to ensure that practices, procedures and policies are inclusive and offer equal opportunity to all. SIGNAL works closely with the Equality, Diversity & Inclusion (EDI) team to support the University's strategy in this regard.

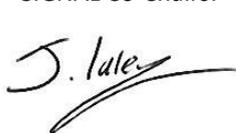
We strongly believe that LGBT+ and Allies employee networks have been the reason for significant improvements in workplaces all across the country. SIGNAL have been working with Equality, Diversity & Inclusion (EDI) and Human Resources & Organisational Development (HR&OD) to set up Sheffield Hallam University's Allies programme and we are proud to support this initiative.

We have a comprehensive action plan that covers a wide range of initiatives that serve to support staff and the wider LGBT+ communities, creating local links and taking part in national campaigns.

To truly succeed we need to continue to evolve and grow. So we strongly encourage LGBT+ staff to join SIGNAL, become active members and help us achieve our aims.

We look forward to welcoming new members and working together for equality, diversity and inclusion.

SIGNAL Co-Chairs:



James Laley



Sinead O'Toole

It will be my pleasure to be working for and on behalf of colleagues as the ULT LGBT+ champion. I look forward to building on the great work that John Leach has started for this network and with such initiatives like the 'Allies' network; it is great to see such positive messaging and support. Having undertaken lots of work for the LGBT+ community in the past, I am delighted to continue working for LGBT+ colleagues in Sheffield Hallam University, through the SIGNAL network.

Professor Alison Metcalfe
Pro Vice-Chancellor (Health and Wellbeing)
University Leadership Team (ULT) Champion
for LGBT+ staff

I was delighted when I was asked to take up the role of Institutional lead for Equality, Diversity and Inclusion. Working with staff on aspects of life that we share strong sentiments about is important to me. I have enjoyed working with SIGNAL members since I joined SHU in September 2017 and I'm looking forward to continuing that work. I am really pleased to welcome Professor Alison Metcalfe in her capacity as ULT LGBT+ Champion.

Dr Sally Jackson
Director of Human Resources and
Organisational Development

SIGNAL Mission Statement

"To drive positive change & to create & promote a safe, supportive environment for LGBT+ communities at Sheffield Hallam University & the city".

Terms of Reference

1. To create a network group that is active, visible, celebratory & "out".
2. To provide "out" role models to students, employees & prospective students.
3. To advise & provide consultation with the Equality, Diversity & Inclusion (EDI) team, Equality & Diversity committee, HR & other senior policy writers on LGBT+ matters.
4. To form a partnership with Sheffield Hallam student union LGBT+ group.
5. To produce regular information for members & supporters using a range of communications.
6. To publicise widely the activities in which the group is already involved.
7. To work with the wider community through outreach activities and support for LGBT+ community initiatives.
8. Work with other Sheffield Hallam staff networks

Membership

The group is open to all members of staff at Sheffield Hallam University who self-define as LGBT+. Members indicate their preferred level of membership, including preferences about disclosure based on a traffic light system:

Green - Totally "out" & willing to be named publically as a role model for the University in publicity

Amber - "out" or partially "out" at work, happy to be identified in meetings and group emails visible to other SIGNAL members

Red - Discreet membership, names only visible to secretary & chair, happy to receive SIGNAL emails but always contact by bcc.

SIGNAL Core Objectives

1. Being always visible and accountable to the whole University
2. Proactively sharing ideas, issues and actively engaging with the ULT Inclusion Champion and the Equality & Diversity Committee
3. Supporting the University to work towards the Equality Objectives

SIGNAL Key Objectives 2018/2019

- ★ Working with other staff network groups to create an inclusive University
- ★ Increase SIGNAL visibility and membership
- ★ Work with the Student Union LGBT+ group
- ★ Taking part in national campaigns & initiatives (Rainbow laces, Stonewall season, Pride month, LGBT History Month, World AIDs day, IDAHOBIT, NCOD, Transgender Day of Remembrance, Bi-Visibility day, Lesbian day of visibility, Anti-Bullying week, National Hate Crime awareness week)
- ★ Working in partnership with the local community and progressing outreach work (Pride Sheffield, Pinknic, South Yorkshire LGBT Awards, Sheena Amos Youth Trust (SAYiT), Friends of Edward Carpenter, Sheffield Council LGBT Hub, local schools)
- ★ Working with the Equality & Diversity committee to support the University's equality objectives



SIGNAL member Tom at Pride Sheffield

“Knowing SIGNAL exists and seeing the involvement everyone has is reassuring – it’s nice to feel like there’s support from colleagues and the university as a whole.”

“Being a member of SIGNAL has increased my confidence in being openly out at work to a degree which surprised me, so that is clearly a very big benefit. SIGNAL membership has also raised my awareness of some issues in the wider community.”