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| **LGBTQI+ Staff Network – 2023 Vision** |
| **Vision** | To work in partnership to create and maintain a welcoming, supportive, and inclusive environment for staff at the University of Huddersfield who identify as LGBTQI+ and staff who identify as allies. |
| **Mission** | We will achieve our vision by focusing on: 1. Delivering community social and networking opportunities,
2. Activity to raise the profile of LGBTQI+ staff and issues we face

and1. Supporting the University by contributing to policy development, providing representation at committees and meetings and strengthening community input across all areas of university life.
2. Promote a fully inclusive network that supports and amplifies all voices within the LGBTQI+ staff community to recognise, support and profile intersectionality
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| **Community social and networking opportunities** | By December 2024 we will: |
| Implement a programme of regular network meetings/events to support networking and community development  | Deliver a calendar of activities to raise to profile of the staff network and the wider LGBTQ+ community.  | Work in partnership with the University, the Students Union and other staff network groups on strategic activity relating to LGBTQ+ community and intersectionality (including but not limited to race, faith, disability and gender)  |
| **Profile raising activities** | By December 2024 we will: |
| Organise activities to mark significant dates in the LGBTQI+ calendar that reflect the range of voices in the community and recognises intersectionality | Submit a nomination annually, for a honorary award of the University | Contributed to the submission by the University to the Stonewall Workplace Equality Index |
| **Supporting the University to develop**  | From now until 2024 we will focus our work with the University to: |
| Contribute to and inform relevant LGBTQI+ policies  | Work with allies/other staff networks on opportunities for a shared platform to raise to profile of allyship in the University | Support the University Equality and Diversity Committee on its statutory and regulatory work around LGBTQ+ communities | Be active members of relevant University committees ensuring LGBTQ+ voices are reflected across existing structures.  |
| **Enablers** | To achieve this, we must: |
| Develop a strong team of active members, with potential for specific roles/responsibilities to be identified | Secure senior commitment  | Develop a comms plan for the network | Improve network visibility across internal and external media to engage with members and the community, and promote activities | Work with HR/EDI Budget holders to secure and develop resources to support events and activities |
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