

UNIVERSITY COLLEGE CORK

LGBT+ STAFF NETWORK

Minutes of 2023 Annual General Meeting

Date	14 th December 2023
Time	1.10 pm
Venue	Aine Hyland Room, G12, The Hub

Attendance: Sofia Bettella (online), Silvia Brandi, Mary Byrne, Anne-Marie Curtin (online), Aman de Soudy, Deborah Kerrisk, Ciara Murphy, Barra O'Donnabháin, Fiachra Ó Súilleabháin, Mary O'Rourke, Maurice Ryder, Diarmuid Scully

Apologies: Julie Butters, Laurence Davis, Ryan Goulding

1. Minutes of 2022 AGM

The minutes of the 2022 AGM were approved. Proposed FOS, seconded BOD

2. Votes of Thanks, Congratulations and Condolences

- 2.1 Outgoing Co-Chair Mary O'Rourke was thanked for her massive work as co-chair of the Network in recent years. The value of a project documenting the work of Network chairs over the years, as well as the work of the student LGBT society, was discussed. Anne-Marie Curtin volunteered to create an events archive on the LGBT+ website.
- 2.2 Votes of thanks were unanimously agreed to the Staff Sports & Social Club and the EDI unit for ongoing support, both financial & moral; to the Graduate Attributes Programme for their work on the Proud Ally Student Network; and to the HR Family Friendly Policies working group for responding positively to initiatives suggested by the Network.
- 2.3 Staff of the Cork City Library were thanked for the stance they have taken on LGBT+ rights issues in the face of harassment from homophobic protestors.
- 2.4 Congratulations were offered to the UCC Race Equality Network on their establishment during the year. There is a proposal for both networks to work on some joint initiatives.
- 2.5 Condolences were extended to Barra O'Donnabháin on the death of his father in June.

3. Co-Chairs' Report

See Appendix 1, page 4.

- 3.1 The Co-Chairs' report was approved.

- 3.2 There is a proposal that a national “Network of Networks” may be established.
- 3.3 A proposal was submitted to screen the Northern Ireland heritage documentary “The Troubles I’ve Seen” in UCC, possibly as part of Equality week.
- 3.4 It was agreed that Jeffrey Dudgeon should be re-proposed for an honorary degree from UCC, for his work on decriminalizing homosexual acts in Northern Ireland.
- 3.5 The Network’s submission to UCC senior management on the gender pay gap was positively received, and it’s important this is followed up. The pay gap within the LGBT community might also be of interest.

4. Treasurer's Report

See Appendix 2, page 9.

- 4.1 The Treasurer’s report was approved.
- 4.2 We are trying to get an ATM card for our Bank of Ireland account, to avoid individual members having to claim expenses. The pros and cons of this were discussed. It was noted that anyone can claim expenses via Agresso using the EDI cost centre code.

5. 2024 Committee Members Election

Role	Outgoing	Nominee Name(s)	Proposed	Seconded	Election Outcome
Co-Chairs	Mary O’Rourke	Ciara Murphy	FOS	AMC	Elected
	Diarmuid Scully	Diarmuid Scully	FOS	AMC	Elected
Treasurer	Fiachra Ó Súilleabháin	Fiachra Ó Súilleabháin	MOR	MR	Elected
Secretary	Mary Byrne	Mary Byrne	MOR	DS	Elected
LGBT+ Staff Liaison Officer	Laurence Davis				Postponed
Events Officer	Barra O'Donnabháin	Sofia Bettella	MB	DS	Elected
PRO	Julie Butters	Julie Butters	FOS	DS	Elected
Tyndall Representative	Hellen Fass				Postponed
‘Ordinary’ (no role) members	Silvia Brandi	Silvia Brandi	MOS	DS	Elected
	Deborah Kerrisk	Aman de SONDY	FOS	MOR	Elected
	Ciara Murphy	Ryan Goulding	MOR	MB	Elected
	Aman de SONDY	Deborah Kerrisk	DS	MB	Elected
		Barra O'Donnabháin	FOS	MOR	Elected

- 5.1 It has been established practice that the Network Co-Chairs are people of different genders. A question arose about whether this requirement is legally allowed. A similar issue has arisen in relation to race for the Co-Chairs of the Race Equality Network. It was agreed that the Co-Chairs

will explore the legality of this practice with the EDI Unit in the first instance. This could be done jointly with the Co-Chairs of the Race Equality Network, if they agree.

- 5.2 The position of Tyndall Representative remains vacant pending a nomination for the position by Tyndall HR.
- 5.3 The position of LGBT+ Staff Liaison Officer was discussed. Consensus was not reached on the following aspects of the role:
 - Terms of reference
 - Term of office
 - Whether it should remain as a stand-alone role or be merged with the position of Co-Chair.

In light of this, it was agreed that the Network Co-Chairs will undertake to establish the original terms of reference from when the role was first established. An EGM will then be called to agree the parameters of the role and, if the role is continuing, to hold an election for this office. Until then, the position will be held by the outgoing LGBT+ Staff Network Liaison Officer in an acting capacity.

- 5.4 The development of a Network logo and visual identity was discussed as a potential role for the PRO and Events Officer. Nancy Hawkes in the Office of Marketing & Brand Impact will be consulted if a logo is to be developed, to ensure compliance with UCC policy in this area.
- 5.2 Anne-Marie Curtin was thanked for her willingness to be nominated as co-chair in the absence of any other nominee.
- 5.3 It was agreed that any committee member elected in their absence may withdraw by contacting the Co-Chairs. If a vacant role then exists, a new election will take place.

6. AOB

None.

Appendix 1: Co-Chairs' Report

UCC LGBT+ Staff Network Co-Chairs' Report for AGM 14.12.23 and for the period December 2022 to December 2023

Comment on 2023 finances:

- €1200 secured from Staff Sports & Social Club – lodged in to Bank of Ireland account
- €1500 available to charge against in the EDI unit's cost centre between now and 30.09.24. Any unspent balance cannot be carried forward beyond 01.10.24.
- 18 Network members pay monthly subscription fees of €2.50 via payroll deductions = €45pm. The vast majority of these are current and/or past committee members.

Events and Activities completed:

December 2023:

- 14 December: **AGM**
- 11 December: Christmas **Coffee Morning** for Network members
- 6 December: participation in **President's Orientation Café** for all staff, in particular new staff
- 4 December: Co-Chair attending the **1st nationally representative gathering of HEI LGBT+ staff networks - all Island** at TCD
- 3 December: Co-Chair assisting on behalf of the Network at UCC Staff Sports & Social's annual '**Santa**' event

October 2023:

- 17 October: consultation meeting with EDI colleagues on the **Ending Sexual Violence** logo and PR material to ensure that they are LGBT+ inclusive.
- 6 October: Co-Chairs participated in EDI unit's '**EDI Soapbox**' event, part of UCC Equality Week 2023.
- 4 October: **tree-planting** at the Rainbow Walkway to commemorate the 30th anniversary of decriminalisation. The tree-planting was an initiative of the Gay Project, with Network support and participation in the planning and in speaking at the event.

September 2023:

- 22 September: LGBT Staff Network hosts **coffee morning** in Hub. All staff welcome – email sent to 'Circulation List.'
- 22 September: Network committee arranged for Cathal Kerrigan on behalf of Network to lead a **LGBT+ history walking tour of UCC** as part of the **Cork Culture Night programme** of events. This event was the only LGBT+ themed event published in this year's Culture Night programme. Approximately 25 people attended, most of whom were non-UCC and many of whom were tourists visiting Cork.
- 16 September: participated in Admissions Office's '**Fresher Fest**' **orientation programme** for new and returning students - joined by UCC Student LGBTQ Soc. and Graduate Attributes Programme speakers for talks on 'Coming out in College' and

'Identifying as Trans'. At Network's request, the **Progress Pride flag is flown on the Quad for the entirety of Orientation Week.**

- 7 September: Network's Co-Chairs speakers and GAP speaker are invited by School of Clinical Therapies' EDI Committee to **present to the School (30+ staff members) on LGBT+ matters.**
- 5 September: Co-Chair attended **Disclosure training** with Dublin Rape Crisis Centre, organised by the Office of the Deputy President & Registrar.

August 2023:

- 10 August: Department of Justice confirms Network committee's written submission was reviewed and contributed to the final deliberations of the **Working Group to Examine the Disregard of Convictions for Certain Qualifying Offences Related to Consensual Sexual Activity between Men.** The final report of the Working Group has now been completed and is now available on the website of the Department of Justice.
- 5 August: Network members march with UCC contingent in **Cork Pride Parade.**

July 2023:

- 31 July: Network Co-Chair speaks at official launch of **UCC Pride Week**, organised by EDI.
- 13 July: Network committee members request a meeting with and meet with EDI Director re absence of some **family friendly policies at UCC.** This meeting leads to the establishment of a working group to examine same.
- 13 July: Network committee deputation **visits Cork City Library** to express solidarity with, and deliver baked goods to, the Library staff facing harassment from homophobic protestors.
- 13 July: Network members attend online meeting with the EDI unit with regard to UCC's **family friendly leave policies** and how LGBT+ inclusive or not they are.
- 6 July: Network Co-Chairs attend online **meeting with Dr. Douglas Marques re. establishing links with Atlantic Technological University's new LGBT Staff Network.**

June 2023:

- 20 June: Network marks **World Refugee Day** by organising and hosting a presentation and discussion with **Afghan LGBT+ and women's rights activist, Basira Paigham.** Basira is the co-founder of the organization [Afghan LGBT](#), was one of [BBC's 100 Women 2021](#), and is a recipient of an [Outright International UN Rights and Religion Fellowship 2023](#).
- [19 June: Co-Chairs and another committee member invited to and attended a lunchtime consultation workshop on the Draft Sexual Misconduct Policy in formation to provide feedback on the draft document.](#)
- 8 June: Network speakers (along with GAP speakers) present on **LGBT issues in global perspective** at Praxis Summer School at UCC and Nano Nagle Place. Attendees include UCC students, second-level teachers and staff from Cork based NGOs such as NASC.
- 6 June: Network Co-Chairs participate in **Praxis Summer School 'Day of Action'** discussion, organised by Gertrude Cotter.
- 4 June: Network Co-chairs participate in **Cork City Marathon 10km** event in support of and 'running' with, under the banner of, and wearing the t-shirts of the **Cork Sanctuary Runners.**

- 1 June: Network Co-Chairs **met with (new) UCC Librarian** to highlight protests at City Library, and discuss ways Library might continue displaying solidarity with UCC LGBT+ staff and students.
- 1 June: Co-Chair wrote to UCC's Health & Safety office to highlight that **the safety of LGBT+ staff** should be considered as a factor that needs to be inserted in to Risk Assessment forms e.g. risk assessments for travel to some destinations.

May 2023:

- 31 May: Network committee members participate in the **President's Orientation Café**.
- 18 May: Research seminar co-hosted by the School of Applied Social Studies and UCC's LGBT+ Staff Network to mark International Day Against Homophobia, Biphobia and Transphobia. **'Free To Be Me': listening to lesbians seeking asylum** in the UK, presentation delivered by Jane Traies. Respondent: Colette O'Regan, Senior Training & Advocacy Coordinator with LGBT Ireland (<https://lgbt.ie/is-rainbow-muid-we-are-rainbow-support-group/>)
- 17th May: Network hosts a **Coffee Morning to mark International Day Against Homophobia, Biphobia and Transphobia**
- 15th – 21st May. At Network' request, UCC flies Rainbow Pride flag on one of the 3 ground-level flagpoles on the NW of the Main Quad for **Cork LGBT+ Awareness Week**.
- 12 May: Co-Chair attended the **UCC Healthy Campus focus group** to raise awareness of LGBT+ health inequalities and need for targeted health interventions.

April 2023:

- 28 April: Co-Chair submits a nomination (in response to public call) for suggested name of new bridge in Cork – suggestion was **Bród Bridge (Pride Bridge)** and of the 598 submissions, this was 1 of 6 names shortlisted and put to a vote by Cork City Council. It didn't win –name that got most votes was 'Vernon Mount Bridge'.
- 14 April: Co-Chair **met with the Education & Training Manager of BelongTo** to highlight to BelongTo the matter of the absence from the national Access Strategy of targets for LGBT+ students.
- 11 April: Network Co-Chairs speak at LGBTQ Student Society organised **UCC Queer Conference** on present and historical LGBT issues in Ireland.
- 3 April: provided 270 'Proud Ally' button pins for inclusion in the UCC 'gift bags' **for the Irish Second Level Students (ISSU) AGM** in Liberty Hall.

March 2023:

- 31 March: Network committee organised LGBT+ walking tour of UCC, led by Cathal Kerrigan, as part of the **Cork Lifelong Learning Festival 2023** programme of events.
- 28 March: Co-Chairs attended launch of **Students' Union 'Pride is Protest' mural** on College Road.
- 2 March: Co-Chair attended the launch of the **Bystander Intervention Staff Programme**, and with the permission of the Bystander colleagues, held a stand and distributed 'Proud Ally' merchandise e.g. lanyards, button pins, badges.

January 2023:

- 17 January: Committee submits a response to senior management and trades union leaders in UCC on UCC's first published **Gender Pay Gap Report** registering our opposition to the continuing existence of such a gender pay gap at UCC, and to the root causes that lead to this inequality, and requesting that the Reporting be expanded to include an examination of the **LGBT+ pay gap problem**.

Ongoing:

- c.50 emails issued to Network members in 2023 advertising LGBT+ themed events in Cork such as films, book launches, poetry readings, conferences, surveys, calls for board memberships etc.
- Continue to respond to individual emails from staff requesting lanyards (approx. 2-3 a month).
- Continue to respond to individual emails from staff and students who email requesting sign-posting to supports and services. We receive very few of these emails (no more than 2-3 a year).

Comment on a sample of events that were planned but did not proceed/or proceeded in limited fashion due to lack of interest from members (the following events were advertised by email to Network members and readers asked to register interest via email):

- 1 November: email to all Network members advertising a **social evening** at a Queer Comedy Night (Roundy, Cork city centre). Entry cost of €5pp was going to be covered from the Network's funds. Only one member expressed interest in attending so the social event was cancelled.
- 31 May: email to all Network members advertising a **pub quiz fundraiser** for Cork LGBT Archive. Entry fee to be covered from Network's funds. Zero expressions of interest from members received.
- 17 May + 9 March + 22 February: emails sent to all Network members asking for **participation in the Cork City Marathon 10k event** (walking or running) in Solidarity with the Cork Sanctuary Runners. Network funds to cover entry fees. One expression of interest received and that member plus both Co-Chairs entered and completed the 10k event under the Cork Sanctuary Runners Team.
- 2 May: email to all Network members to meet as a group and attend an **LGBT+ artist's exhibition launch & wine and cheese reception** at the Quay Coop on evening of 9 May. No response received.
- 22 March: email to all Network members advertising gathering for the **Cork Says No to Racism** rally on 25 March **World Anti Racism Day**. No expressions of interest received. Co-Chair attended the rally.
- 8 March: email to all Network members asking for expressions of interest in being involved with a proposal from **Cork Cycling on a 'Pride Ride' social cycle**. No expressions of interest received.

Significant ongoing connections:

- Network liaising with **UCC Graduate Attributes Programme (GAP)** on their LGBTQ+ allyship campaign for students. GAP colleague with graphic experience also assisting

(volunteering with) the Network to develop some 'branding' e.g. digital logos, email banners etc.

- Network participation in **Race Equality Network's** Working Group as it progressed from Forum to Network, and Co-Chairs attended the launch of the Race Equality Network.
- Membership of **Athena Swan Steering Group**, through which Network raised the issue of absence of some family friendly policies that impact more perhaps on LGBT+ staff e.g. surrogacy leave, fertility treatment leave etc.
- Committee member serves as Ordinary Committee Member of **UCC Staff Sports and Social Club** who are a great ally and provide annual funding to the Network.
- Membership of the **Equality Committee**.
- Committee members continue to liaise with organisers of **Lesbian Lives annual conference** (2024 and beyond).
- Emerging (or resuscitated) **national network of LGBT+ Staff Networks in Irish (all-island) HEIs**; led by ATU and TCD.

Appendix 2: Treasurer's Report



Date of Report: 14 December 2023

Context of Report: This report has been prepared for the 2023 Annual General Meeting of University College Cork's LGBT+ Staff Network.

Report Notes: This report provides oversight of the financial transactions for the university's financial year (1 October 2022 – 30 September 2023).

Income Sources: The LGBT+ Network is generally funded via three ways:

1. Individual event costs are now covered via the EDI Unit e.g. refreshments for Culture Night, Together with Pride merchandise, the Presidents' Afternoon tea as events arise. On behalf of the Network Committee, I wish to acknowledge this support. Generally, these costs amount to €1500 per financial year. This bursary support is reviewed year on year with an email sent from Co-Chairs to the EDI office with the Treasurer copied in.
2. The Network also benefitted from a €1200 grant from UCC's Staff Sports and Social Club during the academic/financial year 2022-2023. On behalf of the Network Committee, I wish to gratefully acknowledge this support and to acknowledge the voluntary work that Mary O'Rourke, Co-chair, undertakes with SSSC.
3. The final source of financial support comes from voluntary membership fees where staff members agree to contribute to the Network's Bank of Ireland Current account via €2.50 per month salary deductions. On behalf of the Network Committee, I wish to express gratitude to members for same.

Accounts

1. Bank of Ireland Account

Date	Details	Debit	Credit	Balance
30/09/2023	LGBT+ Staff Network Closing Balance for 2022-2023ⁱⁱⁱ			€ 3,335.06
30/09/2023	Updated Remittance to Lesbian Lives	€5,076.21		€ 3,335.06
22/09/2023	NOTIFIED FEES	€ 16.10		€ 8,411.27
07/09/2023	UCC0023 CTO		€ 45.00	€ 8,427.37
09/08/2023	UCC0028 CTO		€ 45.00	€ 8,382.37
14/07/2023	UCC0015 CTO		€ 45.00	€ 8,337.37
13/07/2023	365 Online Mary O'R	€ 46.20		€ 8,292.37
23/06/2023	365 Online Mary O'R	€ 236.14		€ 8,338.57
23/06/2023	NOTIFIED FEES	€ 15.30		
21/06/2023	UCC0021 CTO		€ 45.00	€ 8,590.01
13/06/2023	365IntPayB05580057	€ 293.81		€ 8,545.01
12/06/2023	365 Online Mary O'R	€ 80.00		€ 8,838.82
31/05/2023	365 Online Mary O'R	€ 28.34		€ 8,918.82
31/05/2023	365 Online 1BUCKLEY	€ 28.34		
26/05/2023	UCC0001 CTO		€ 1,200.00	€ 8,975.50
22/05/2023	UCC0017 CTO		€ 45.00	€ 7,775.50
19/05/2023	365 Online 1O SUILLE	€ 400.00		€ 7,730.50
04/04/2023	UCC0029 CTO		€ 45.00	€ 8,130.50
24/03/2023	NOTIFIED FEES	€ 15.60		€ 8,085.50
09/03/2023	UCC0027 CTO		€ 45.00	€ 8,101.10
13/02/2023	UCC0011 CTO		€ 45.00	€ 8,056.10
06/01/2023	UCC0020 CTO		€ 45.00	€ 8,011.10
30/12/2022	NOTIFIED FEES	€ 15.90		€ 7,966.10
19/12/2022	UCC0022 CTO		€ 45.00	€ 7,982.00
15/12/2022	365 Online Mary O'R	€ 363.00		€ 7,937.00
15/12/2022	365 Online 1O SUILLE	€ 62.30		
29/11/2022	365 Online LINC ⁱⁱ	€ 500.00		€ 8,362.30
14/11/2022	UCC0024 CTO		€ 45.00	€ 8,862.30
10/10/2022	UCC0028 CTO		€ 45.00	€ 8,817.30
07/10/2022	365 Online 1O SUILLE	€ 42.00		€ 8,772.30
07/10/2022	365 Online 1O SUILLE	€ 66.00		
07/10/2022	365 Online BYRNE MAR	€ 28.60		
05/10/2022	365 Online Cork LGB	€ 100.00		€ 8,908.90
05/10/2022	365 Online Mary O'R	€ 34.00		
01/10/2022	Opening Balance including Lesbian Lives remittance of €5,576.21			€ 9,042.90

Expenditure Notes:

- I. As discussed at the last AGM, The Network Committee does not have an ATM card for the Bank of Ireland Account. A motion was passed at the last AGM (2021) to access changes in our Bank of Ireland account to allow for an ATM card. Since the last AGM, the co-Chairs and I completed forms for change of signatories to the account. That process took three months approx. Applications for an ATM card must be completed. Some expenses still required a debit card for purchasing in 2022-2023. The accounts below include multiple notes when of the Network Committee used their personal debit/credit cards to pay for Network-related expenses and were reimbursed. In these cases, receipts have been retained and these transactions have been discussed in advance with at least one other Committee member (Co-chair(s) or Hon. Secretary, Hon. Treasurer etc).
- II. The Bank of Ireland Account retains funding from the Lesbian Lives Conference 2022 as seed funding for the next Ireland-based Lesbian Lives Conference in 2025/2026. At the last AGM, the remittance to Lesbian lives was €5,576.21. One payment of €500.00 to LINC (Lesbians in Cork) on 29/11/2022 relates to Lesbian Lives. Therefore, the reduced monies held in the Bank of Ireland for Lesbian Lives on 30/09/2023 is €5,076.21.2
- III. Our closing balance on 30/09/2023 of unreserved funds available for use by the network held in the Bank of Ireland Account is €3,335.06. This is €111.63 less than the closing balance in the previous year's accounts, or a 3.2% reduction in our reserves. However, I do not see this as a significant reduction or as a matter of concern given our current balance has increased again to €3,470.06 as of 14 December 2023 (total balance = €8,546.27 minus Lesbian Lives fund of €5076.21).

2. Equality Committee Bursary

LGBT Staff Network Equality Committee Bursary Accounts 2021-2022

No accounts retained given that any pre-approved expenditure was processed and managed by the EDI Unit – with thanks to relevant staff (Dr. Avril Hutch, Anne-Marie Curtin and Siobhan O'Brien).

Respectfully submitted,

Signed: Fíachra Ó Súilleabháin, Hon. Treasurer
Date: 14 December 2023