

UNIVERSITY COLLEGE CORK

LGBT+ STAFF NETWORK

Minutes of 2024 Annual General Meeting

The meeting took place in two parts, due to time constraints:

Part 1 (agenda items 1 to 8)

Date: 27th November 2024
Time: 1pm-2pm
Venue: Aine Hyland Room, G12, The Hub
Attendance: Sofia Bettella, Silvia Brandi, Mary Byrne, Anne-Marie Curtin, David Daly (online), Laurence Davis, Evelien Geerts, Deborah Kerrisk, Ciara Murphy, Barra O'Donnabháin, Fiachra Ó Súilleabháin, Mary O'Rourke, Maurice Ryder, Diarmuid Scully (until 13:40), Christian Van Den Bosch, Christopher Walsh (online)
Apologies: Amanullah de Sony

Part 2 (agenda items 8 to 10)

Date: 9th December 2024
Time: 1.15pm-1.45pm
Venue: MS Teams
Attendance: Sofia Bettella, Mary Byrne, Anne-Marie Curtin, Deborah Kerrisk, Ciara Murphy, Aoife Neary, Mary O'Rourke, Maurice Ryder, Diarmuid Scully, Christopher Walsh
Apologies: Silvia Brandi, Amanullah de Sony, Fiachra Ó Súilleabháin

1. Minutes of 2023 AGM

The minutes of the 2023 AGM were approved. Proposed by FOS, seconded by SB.

2. Votes of Thanks, Congratulations and Condolences

2.1 Thanks were extended to:

- Committee members during a challenging year due to Project Alpha.
- The EDI Unit for ongoing support.
- The President's Office for repainting rainbow walkway and flying the rainbow flag on request.
- The Staff Sports & Social Club who tried to give us funding this year and are always hugely supportive.
- Tyndall staff, for continuing to link with the network despite the role of Tyndall representative being vacant.
- The Equality Committee for their work and support.
- All former network co-chairs – for the commitment they've given over the years.
- Students from the Brod society and Students Union.

2.2 Condolences were extended to families and friends of network members who died or lost loved ones during the year, in particular:

- Kathleen O'Rourke, mother of member Mary O'Rourke.
- Eibhear Walshe, founder member of the Network.
- Hellen Fass, former network and committee member.
- Fachtna O'Donovan, brother of member Barra O'Donnabháin.

3. Election of tellers for Motion at item 7

DK and FOS volunteered as tellers for the Motion at item 7.

4. Co-Chairs' Report

See Appendix 1, page 5.

4.1 The Co-Chairs' report was approved and the co-chairs were thanked for their work during the year.

5. Treasurer's Report

See Appendix 2, page 8.

5.1 The Treasurer's report was approved and FOS was thanked for his work during a challenging financial year.

5.2 AMC and MR will follow up with the newly elected Treasurer after this meeting, to try to resolve some of the difficulties experienced in relation to accessing funding allocated by the EDI unit and the Sports & Social Club.

6. Review of Committee Roles in light of recent University's equality structures developments

In September the UCC Equality Committee was disbanded in its current capacity, to make way for new structures in line with HEA reporting, outlined in the EDI strategic plan for next 5 years. There will be one overall equality working group under ULT, and five sub-groups for different areas mandated by the HEA. ULT mandates that staff network chairs/co-chairs will receive automatic membership of the overall equality working group.

This has implications for the roles of our network's committee members, and in particular the role of the LGBT+ Network Staff Liaison Officer. The main responsibility of this role in the recent past has been membership of the now disbanded university Equality Committee. CM thanked the acting LGBT+ Network Staff Liaison officer, LD, for his work over the years and outlined the rationale for the motion proposed in Section 7 below. LD responded with his perspective on this issue.

7. Vote on Motion: “In light of the changing university equality landscape, is there a necessity for the role of LGBT+ Network Staff Liaison Officer?”

The ballot was held in secret, which meant those attending online did not have the facility to vote. The votes were counted as follows:

Yes: 1
No: 11
Abstain: 1

8. 2025 Committee Members Election

Role	Outgoing	Nominee Name(s)	Proposed	Seconded	Election Outcome
Co-Chairs	Ciara Murphy Diarmuid Scully	Ciara Murphy Diarmuid Scully	FOS CM	MR AMC	Elected Elected
Treasurer	Fiachra Ó Súilleabháin	Fiachra Ó Súilleabháin	LD	CM	Elected
Secretary	Mary Byrne	Anne-Marie Curtin	AMC	SB	Elected
Events Officer	Sofia Bettella	Sofia Betella	CM	MR	Elected
PRO	Julie Butters	Pending			Pending
Tyndall Representative	vacant	vacant			Pending
'Ordinary' (no role) members	Silvia Brandi	Silvia Brandi	CM	DS	Elected
	Anne-Marie Curtin	Aman de Sondy	MB	CM	Elected
	Aman de Sondy	Ryan Goulding	DOS	DK	Elected
	Ryan Goulding	Deborah Kerrisk	CM	SB	Elected
	Deborah Kerrisk	Aoife Neary	MB	DS	Elected
	Barra O'Donnabháin	Barra O'Donnabháin	MB	DS	Elected
		Robert O'Sullivan	CM	DS	Elected
		Christopher Walsh	DM	CM	Elected

8.1 The position of PRO remains open pending discussion with JB as incumbent, and further discussion about the nature of the role, our presence on social media, etc.

8.2 The position of Tyndall Representative remains vacant pending a nomination for the position by Tyndall HR.

8.3 Mary Byrne's work as Secretary was acknowledged and she was awarded honorary lifetime membership of the Network.

9. Lesbian Lives 2026

CM flagged that the Lesbian Lives conference will be held in UCC again in 2026, and organization will start in early 2025. There will be a call for any network members interested in being on the organizing committee. AN, CW, DK, DS and SB are all interested. MR is happy to help with the website again, but not on the organizing committee.

10. AOB

- 10.1 It was agreed there needs to be greater awareness-raising of network activities, both amongst the membership and the wider UCC community. MS Teams, Workvivo, and regular bulletins were all mentioned as ways of doing this. The incoming committee will discuss this further.
- 10.2 A coffee morning will be held on Thursday 19th December. The Centre for Digital Education has kindly been offered as a venue. SB will arrange publicity to go out to all UCC staff, not just the network membership.

Appendix 1: Co-Chairs' Report

UCC LGBT+ Staff Network Co-Chairs' Report for January 2024 – November 2024 Presented at LGBT+ Staff Network AGM 27.11.2024

LGBT+ Staff Network continuous and ongoing engagement

- Co-Chair representing Network at Athena Swan committee and working group meetings.
- Co-Chair and LGBT+ Staff Liaison Officer representation on UCC Equality Committee (now disbanded as of 18/09/2024 and replaced by Equality Working Group – ULT mandate for all Staff Networks' Chairs/Co-Chairs to receive automatic membership on new working group.
- Co-Chairs representing Network on Culture Night working group.
- Co-Chairs liaising with EDI on LGBT+ issues.
- Network involvement with organisation of Lesbian Lives Conference.

LGBT+ Staff Network events and activities 2024

February:

- 23 February – LGBT+ Staff Network and Race Equality Network joint coffee event to mark the new year and co-host REN's first social event on campus.
- 28 February – Network representatives participate in Bystander Intervention Week launch at the Hub.

March:

- 8 March – Book competition to mark International Women's Day with prizes of Dr Jane Traies' books
- 20 March – Co-Chairs attend Dr Caroline West's research seminar, 'From the Victorian Cobblestones of Dublin to the Porn Oscars in Las Vegas: Violence, Sex Work and Women's Networks', organised by the Violence, Conflict and Gender Research Cluster, 20th March.
- 22 + 23 March – Ciara and Deborah represented UCC LGBT+ Staff Network at the Lesbian Lives Conference in Brighton. The next Lesbian Lives Conference will be held in Cork in 2026.
- 29 March – Progress Pride Flag and Transgender Pride Flag flown on Quad Flagpoles to mark Trans Day of Visibility

April:

- 10 April – As part of UCC's Queer Conference, organised by the LGBTQ Society, Co-Chairs, along with Dr Caroline West and Cathal Kerrigan, conduct a panel discussion on 'Fostering LGBTQ+ Community in the Workplace'.
- 11 April – Diarmuid Scully presents 'Irish LGBT History 1970s -2020s' as part of Network contribution to Cork Lifelong Learning Festival
- 15 April – Network committee meeting via Teams

- 16 April – Cathal Kerrigan – LGBT history walking-tour of UCC campus as part of Network contribution to Cork Lifelong Learning Week.

May:

- 12 – 19 May - LGBT+ Progress and the Transgender Pride flags flown on the Quad to mark Cork LGBTI+ Awareness Week
- 13 May – Co-Chairs attend launch of Cork LGBTI+ Awareness Week with Choral ConFusion at City Hall.
- 16 May – Co-Chairs attend Eibhear Walshe’s presentation on “The safety of LGBT Art in Libraries” at Cork City Library
- 17 May – Co-Chairs attend IDAHOBIT Day launch of Glucksman Gallery exhibition, ‘Queer+ Elders and Pioneers, Rainbow Cities Network Photo Exhibition 2024’.

June:

- 11 June – Co-Chairs attend UCC discussion about EDI Framework plans.
- 11 June – Network representatives participate in UCC President’s Orientation Café.
- 17 June – Co-Chairs attend regional Consultation at Gay Project, South Parish Community Centre, re. priorities for the Second National LGBTI+ Inclusion Strategy (Dept of Children, Equality, Disability, Integration, and Youth).

July:

- 4 July – Co-Chairs speak about UCC Staff Network to organisers of new DCU LGBT Staff Network (via Teams)
- 5 July – Co-Chairs make written online submission to Consultation in relation to priorities for the Second National LGBTI+ Inclusion Strategy (Dept of Children, Equality, Disability, Integration, and Youth).
- 25 July – Co-Chairs speak at UCC President’s Pride event in the Hub
- 31 July – Co-Chairs speak at School of English Memorial event for Éibhear Walshe, who died on 27 July.
- 31 July – Network members join EDI team at Tyndall by invitation for Pride lunchtime event.

August:

- 4 August – Network members join UCC contingent to march in Cork Pride Parade.
- 8 August – Network members submit reflections for Pride in relation to UCC Safe and Sound initiative to Chloe Boland
- 19 August – Diarmuid Scully interviewed about Irish LGBT history by Mia Poland for “Out in Cork” programme on Cork’s 96FM

September:

- 20 Sept – Network’s contribution to Culture Night: Cathal Kerrigan LGBT history walking tour of UCC campus

October:

- 11 Oct – National Coming Out Day

- Network liaises with EDI re. Progress Pride and Trans flags on official NW Quad flagpoles.
- UCC photographer captures photos at Rainbow Walkway.
- Co-Chairs interview on UCC 98.3fm Campus radio re. Coming Out Day
- 30 Oct – Network Committee meeting, NW Tower room 1.
- 30 Oct – Diarmuid Scully and Cathal Kerrigan deliver presentations on the early history of the LGBT rights struggle in Cork (1970s-1980s) at UCC FLAC, UCC Bród, UCC Historical Society event: ‘The history of LGBT Rights in Cork’

November:

- 12 Nov – Co-Chairs speak at launch of EDI Strategic Framework and Action Plan 2025-2028
- 20 Nov – Network committee meeting, Teams.
- 27 Nov – Network AGM
- 28 Nov – Network participates in President’s Orientation Café

Challenges to events in 2024

- Participation was difficult to gather and led to lack of LGBT+ Staff Network representation at some events, such as the Freshers Fest ‘Coming Out at College’ workshop.
- Financial constraints due to Project Alpha led to a lack of social / casual events such as Coffee Mornings this year. This has also led to lack of visibility materials such as rainbow lanyards and Proud Ally stickers – received requests during the year from colleagues and could not supply material to them.

Ciara Murphy & Diarmuid Scully
LGBT+ Staff Network Co-Chairs 2024

Appendix 2: Treasurer's Report

Date of Report: 27 November 2024

Context of Report: This report has been prepared for the 2024 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 2023 – 30 September 2024).

Income Sources: The LGBT+ Network has until now been 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.
2. The Network was granted a €1200 grant from UCC's Staff Sports and Social Club during the academic/financial year 2023-24. On behalf of the Network Committee, I wish to gratefully acknowledge this support and to acknowledge the voluntary work that Mary O'Rourke, Network Member, completed during some of this academic year with SSSC as a token of our appreciation for this support. The SSSC and the Network encounter insurmountable challenges in enabling a drawn of the grant because the Network does not have a cost code under Agresso. Until this year, an EFT was made from the SSSC to the Network's Bank of Ireland account. This was not possible this year due to more stringent financial procedures. As treasurer, I will continue to liaise with UCC Finance and SSSC to establish the possibility of a mechanism to receive and use any grant from the SSSC in the future.
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
	Network specific funds			3798.96
	Remittance to Lesbian Lives	5,076.21		3798.96
30/09/2024	Closing Balance			8875.17
20/09/2024	NOTIFIED FEES	15.20		8875.17
10/09/2024	UCC0016 CTO		42.50	8890.37
22/08/2024	UCC0013 CTO		42.50	8847.87
09/07/2024	UCC0030 CTO		42.50	8805.37
21/06/2024	NOTIFIED FEES	15.30		8762.87
11/06/2024	UCC0026 CTO		42.50	8778.17
08/05/2024	UCC0004 CTO		42.50	8735.67
09/04/2024	UCC0016 CTO		42.50	8693.17
22/03/2024	NOTIFIED FEES	15.30		8650.67
07/03/2024	UCC0030 CTO		45.00	8665.97
08/02/2024	UCC0022 CTO		45.00	8620.97
09/01/2024	UCC0006 CTO		45.00	8575.97
29/12/2023	NOTIFIED FEES	15.30		8530.97
07/12/2023	UCC0004 CTO		45.00	8546.27
09/11/2023	UCC0029 CTO		45.00	8501.27
04/10/2023	UCC0004 CTO		45.00	8456.27
01/10/2023	OPENING BALANCE			8411.27

- I. 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 2026. The monies held in the Bank of Ireland for Lesbian Lives on 30/09/2024 is €5,076.21.

Respectfully submitted,

Signed: Fiachra Ó Súilleabháin, Hon. Treasurer
Date: 27 November 2024