**UNIVERSITY COLLEGE CORK**

**LGBT+ STAFF NETWORK**

Minutes of 2020 Annual General Meeting

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| --- | --- |
| **Date** | 20th May 2021 |
| **Time** | 1pm |
| **Venue** | Microsoft Teams |

Attendance: Silvia Brandi, Mary Byrne, Laurence Davis, Tim H. Fass, Bernadette Guiney, Deborah Kerrisk, Ciara Murphy, Barra O'Donnabhain, Mary O’Rourke, Fiachra Ó Súilleabháin, Diarmuid Scully, Han Shao

Apologies: Kasia Pyrz

1. **Co-Chairs’ Report**

**1.1 AGM 2020 – background**

The last AGM of the UCC LGBT+ Staff Network was held in December 2019. Minutes from that AGM (and all AGMs, back to 2007) can be read on our webpage here: <https://www.ucc.ie/en/lgbtstaff/events/agms/>

Owing to the pandemic, the Network’s committee decided in late 2020 (when society was ‘opening-up’/pre-lockdown) to postpone the 2020 AGM until early 2021 in anticipation that it might be possible to hold the AGM in-person in early 2021. Owing to a subsequent Level-5 lockdown and continuation of remote working/social distancing, that was not possible, and the committee decided to hold the AGM in early 2021, online.

The outgoing committee recommends that the 2021 AGM would be held in December 2021 as per the timing of previous AGMs.

**1.2 LGBT+ Staff Network - background**

UCC’s LGBT+ Staff Network was set up by HR following expressions of interest by staff in 2007. The **aim** of the Network is to work in partnership with management and staff of University College Cork to create a safe, inclusive and diverse working environment that encourages a culture of respect and equality for everyone regardless of their sexual orientation, in order that every individual can reach their full potential without fear of discrimination. The Network’s **objectives** are to:

1. Act as a consultation forum on LGBT employment and welfare related issues for the Department of Human Resources, UCC;
2. Provide a forum for networking, information sharing and peer support;
3. Increase the visibility of the LGBT staff Network in UCC and engage in outreach activities and;
4. Liaise with other groups, e.g., staff and student societies in other third level institutions in Ireland and abroad to share information and best practice.

Co-Chairs’ recommendations:

* that the incoming committee re-visit the Terms of Reference (ToR) with a view to presenting Network members at the 2021 AGM with a decision to either (a) re-endorse the current ToR or (b) ratify revised ToR.
* that the incoming committee devise a committee handbook/constitution/equivalent guide for future committee members such that committee roles and responsibilities (collectively and individually) are clearly described.

**1.3 The Committee of the LGBT+ Staff Network - background**

There are currently less than 50 members in the Network, and committee members are sourced from within the Network membership. At each AGM, a committee is elected. The role of committee member is voluntary, and in addition to normal workload.

The 2020 committee members were:

* Co-Chairs: Barra O'Donnabhain & Mary O’Rourke
* LGBT+ Staff Liaison Officer: Laurence Davis
* Secretary: Mary Byrne
* Treasurer: Fiachra Ó Súilleabháin
* Events Officer: Diarmuid Scully
* Tyndall Representatives: Tim Fass & Han Shao
* Web Officer: Vacant\*

*\*The committee would like to thank Maurice Ryder for occasional technical support assistance voluntarily provided throughout the year, and Amanullah de Sondy for assistance with the Network’s Twitter account.*

Co-Chairs’ recommendation: that the incoming committee would actively encourage Network members to volunteer for committee membership.

**1.4 Review of 2020 Activities**

The committee organises a broad range of events throughout the year including seminars, symposia, coffee-mornings, information sessions on campus. In addition, the Committee are actively involved in other equality and welfare work at committee levels within the university and in Irish higher education networks. Committee members participate in civic engagement with local and national LGBT+ organisations including Gay Project, LINC, Cork LGBT Awareness week, Cork Pride, Sexual Health Centre Cork. The following are examples of just some of the initiatives undertaken by committee members to promote equality and welfare in 2020 and up to the date of the 2020 AGM:

|  |  |  |
| --- | --- | --- |
| **Events organised 2020** | **Advocacy work 2020** | **Collaborations 2020** |
| **March 2020:** UCC Equality Week   * Public talk on Declan Flynn * Cinema tickets giveaway for LGBT+ themed film screened in the Triskel * On-campus screening of LGBT+ film, in association with Film Studies * EqualiTea coffee morning     **Summer 2020:**   * Series of online coffee mornings * Face-to-face coffee morning in the city centre   **Autumn/Winter 2020-21:**   * LGBT+ themed film series and post-screening discussion (8 x Thursday evening screenings, following by post-screening, online discussion)   **December 2020:**   * Public talk with Dario Sansome (Exeter University) on the representation of LGBT+ in STEM careers   **March 2021:**  UCC Equality Week   * Public (online) talk with Senator Fintan Warfield & Shaun O’Connor on (legislating for ban on) ‘conversion therapy’ * LGBT+ film screening (evening event) * Celebration of Trans Visibility Day – raising of flag & lights display on Quad   **April 2021:**   * Vanessa Lacey, TENI, online talk * Several committee members presented at the student society’s annual Queer Conference   **May 2021:**   * Recognising IDAHBT with flag raising & lights display on Quad | **University committee work:**  Committee members sit on the following university-level committees:   * Equality Committee * Athena Swan Steering Group * Staff Sports and Social Club   **Other internal advocacy:**   * Committee members also regularly contribute to consultations from HR/EDI unit etc on policy development e.g. revisions to the Duty of & Right to Dignity at Work and most recently, the IUA & HEA’s consultation on “LGBTI inclusion in higher education institutions” * Promotion/awareness raising such as organising flag-raising/lights displays/information emails on Trans Visibility Day (March 21); International Day Against Homophobia, Biphobia & Transphobia (May 21) * Educational opportunities e.g. delivery, by invitation, of a workshop on Trans matters to the School of Public Health (March 2021)   **External advocacy:**   * Written submission to Cork City Council to make Cork a more LGBT+ friendly city, in response to its call for public submissions on the new city development plan * Participation in national ‘Think Tank’ events, led by UCD, on establishing nationwide university LGBT+ staff and student networks * Delivery of a Diversity & Inclusion themed workshop as part of Cork Pride 2020 programme of events | **City-wide**   * The Co-Chairs attend regular meetings of ‘LGBT+ Allies at Work’ network group of city-wide organisations (private & public sector), convened by Cork City Council   **Internal:**   * Co-hosted *“Queer Muslim Diasporas in Contemporary Literature and Film”* seminar with Studies of Religion (February 2021)   **Other universities (national and international):**   * Currently working with UCD, Cambridge and University of Brighton to bring the 2022 annual *Lesbian Lives* conference to UCC (March 2022). |

**1.5 Commentary on 2020 financial situation**

The Network’s finances are currently healthy, with the three sources of income being:

1. Discretionary contribution of €2.50 per month from Network members (approx. 25 members pay this subscription)
2. Discretionary allowance from the Staff Sports & Social Club, which for 2020 was €1,500. This is an annual grant that is applied for, and not guaranteed.
3. Discretionary allowance from the university’s Equality Committee, which for 2020 was €1,200. As per 2 above.

1 and 2 above are deposited in the Network’s Bank of Ireland account and any unspent balance is carried forward. 3 above is an annual allowance and any unspent balance is lost.

1. **Treasurer’s Report**

**2.1 Report Notes**

This report provides oversight of the financial transactions for the period since the date of the last AGM (see minutes of 2019 AGM).

Financial reports for the Bank of Ireland account have previously been reported at AGMs in a calendar year or as a rolling account. Financial reports for the Equality Committee Bursary are reported from 1 October to 30 September cycle in keeping with the University’s financial year. In an attempt to follow similar processes for both accounts, they have been presented here from 1 October to 30 September.

All financial reports for the Network (Bank of Ireland A/c and Bursary A/c) will now presented at AGMs in 1 October to 30 September financial years. Cognisant that this is a new presentation format and in the spirit of financial transparency, I have presented financial information about the Bank of Ireland A/c until 31 December 2020 for clarity.

Members are hereby notified that from AGM 2021 onwards (date TBA), financial transactions/reports from 1 October 2020-30 September 2021 only will be presented.

**2.2 Income Sources**

The LGBT+ Network is currently funded via three ways:

1. The Network benefits from an annual (although not guaranteed) bursary from the Equality Committee, which was €1,500 in 2020. On behalf of the Network Committee, I wish to gratefully acknowledge this support.
2. The Network also benefitted from a €1200 grant from UCC’s Staff Sports and Social Club during the academic/financial year 2019-2020. On behalf of the Network Committee, I wish to gratefully acknowledge this support.
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. These subscriptions reduced during the 2019-2020 financial year.

# **Accounts**

# 2.3.1 Bank of Ireland Account

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| LGBT Network Current Account (Subscription and Sports Committee Bursary) – Bank of Ireland | | | | |
| Date | Details | Debit | Credit | Balance |
| 01/10/2019 | **Balance Carried Forward from** |  |  | **€2478.24** |
| 08/10/2019 | UCC0007 CTO |  | € 32.50 | € 2,510.74 |
| 12/11/2019 | UCC0023 CTO |  | € 32.50 | € 2,543.24 |
| 27/11/2019 | 365 Online MO'R (Funeral wreath) | € 50.00 |  | €2,493.24 |
| 27/11/2019 | 365 Online MO'R (Stonewall Exhibition) | € 58.58 |  | € 2,434.66 |
| 09/12/2019 | UCC0016 CTO |  | € 30.00 | € 2,464.66 |
| 20/12/2019 | 365 Online orla ega | € 30.00 |  | € 2,434.66 |
| 31/12/2019 | NOTIFIED FEES | € 15.40 |  | € 2,419.26 |
| 14/01/2020 | UCC0002 CTO |  | € 30.00 | € 2,449.26 |
| 10/02/2020 | UCC0021 CTO |  | € 30.00 | € 2,479.26 |
| 06/03/2020 | 365 Online Cork Gay Project (OUTing the Past Festival Support) | € 550.00 |  | € 1,929.26 |
| 10/03/2020 | 365 Online Cork Gay Project (2 x 2 Prize tickets for Cinderfella play) | € 50.00 |  | € 1,879.26 |
| 18/03/2020 | UCC0099 CTO |  | € 27.50 | € 1,906.76 |
| 20/03/2020 | NOTIFIED FEES | € 15.60 |  | € 1,891.16 |
| 08/04/2020 | CC0013 CTO |  | € 27.50 | € 1,918.66 |
| 02/06/2020 | UCC0006 CTO |  | € 27.50 | € 1,946.16 |
| 15/06/2020 | UCC0019 CTO |  | € 27.50 | € 1,973.66 |
| 19/06/2020 | NOTIFIED FEES | € 15.40 |  | € 1,958.26 |
| 20/07/2020 | UCC0006 CTO |  | € 27.50 | € 1,985.76 |
| 27/07/2020 | UCC0033 CTO |  | € 1,200.00 | € 3,185.76 |
| 10/08/2020 | UCC0017 CTO |  | € 27.50 | € 3,213.26 |
| 21/09/2020 | UCC0004 CTO |  | € 27.50 | € 3,240.76 |
| 25/09/2020 | NOTIFIED FEES | € 15.50 |  | € 3,225.26 |
| 30/09/2020 | **Closing Balance for Year** |  |  | **€ 3,225.26** |

# Equality Committee Bursary

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **LGBT Staff Network Equality Committee Bursary Accounts 2019-2020** | | | | | | |
| Description of expense | Payable to who | Payment Date | PO number | Debit | Credit | Balance |
| Opening Balance (Equality Fund 2019/20 bursary) |  |  |  |  |  | € 1,500.00 |
| Coffee tea pastries - 15+5 persons | UCC Hospitality | 17/10/2019 | 20356558 | € 71.22 |  | € 1,428.78 |
| Teas/Coffee and Mini Pastries for Meet and Greet Coffee on 06/02/2020 | UCC Hospitality | 05/02/2020 | 10340693 | € 71.22 |  | € 1,357.56 |
| Teas/Coffee and Mini Pastries for EqualiTEA on 06/03/2020 | UCC Hospitality | 28/02/2020 | 10343641 | € 76.05 |  | € 1,281.51 |
| 3 x Pair of Cinema Tickets for Triskel (*Portrait of a Lady on Fire*) | Triskel Arts Centre | 02/03/2020 | 10343825 | € 73.80 |  | € 1,207.71 |
| Teas/Coffee x 12, Cookies x 6 and Afternoon Mini Cakes x 6 | UCC Hospitality | 11/03/2020 | 10345231 | € 53.46 |  | € 1,154.25 |
| **Transfer of Residual funds back to UCC Central Funds at end of academic year[[1]](#footnote-1)** | | | | | **€ 1,154.25** | **€ -** |

**2.4 Discussion**

There is a balance remaining to be spent from our Equality Committee allowance, before the end of the financial year on 30th September. More lanyards need to be ordered, and preparing for the Lesbian Lives conference is another possible area of spending.

To increase membership subscriptions, it was agreed that a reminder email will be circulated to all Network members – this had a positive effect a few years ago. There was a discussion about whether allies might also be asked for a contribution; it was agreed to revisit this in the future.

1. **Votes of Welcome/Thanks/Condolences**

3.1 Votes of thanks were unanimously agreed to the Equality Committee and the Staff Sports & Social Club for funding; Maurice Ryder for ongoing technical support; Amanullah de Sondy for his work on the Network’s Twitter account; Fatima Gunning as outgoing Tyndall representative on the committee; and Mary Byrne as outgoing Secretary.

3.2 The retirements of Network co-founders Cathal Kerrigan in April 202 and Joan McCarthy in July 2021 were noted, and a vote of thanks and appreciation to both for their contributions to the network over many years was unanimously agreed. It is hoped that both retirements can be marked with a social event, possibly during the Lesbian Lives conference in March 2022.

* 1. Condolences were extended on the unexpected death of a network ally last month, as well as to any network member or ally who has lost a loved one over the last year.

1. **Elections**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Role** | **Outgoing** | **Nominee Name(s)** | **Proposed** | **Seconded** | **Election Outcome** |
| Co-Chairs | Mary O’ Rourke  Barra O'Donnabhain | Mary O’ Rourke  Barra O'Donnabhain | FOS  FOS | BOD  MOR | Elected  Elected |
| Secretary | Mary Byrne | No immediate nominee. MaryB agreed to remain in the role until July, pending recruitment of a new Secretary | | | |
| Treasurer | Gordan Dalton | Fiachra Ó Súilleabháin | MOR | LD | Elected |
| Events Officer | Diarmuid Scully | Diarmuid Scully | FOS | LD | Elected |
| LGBT+ Staff Liaison Officer | Laurence Davis | Laurence Davis | FOS | MOR | Elected |
| Joint Tyndall Representatives | Tim H. Fass and  Han Shao | Tim H. Fass and  Han Shao | FOS | MOR | Elected |
| PRO | Vacant | Julie Butters | MOR | SB | Elected |

1. **Event Planning for 2021/2022**

5.1 A series of talks/seminars could be organised around the theme of “Queering the Curriculum”, prompted by the Catholic Bishops controversial new “Flourish” programme for schools. The series would cover LGBT themes across primary, secondary and third-level settings, including a focus on LGBT teachers. We could work with the UCC LGBT+ student society, who give a lot of support to second level students. The head of the UCC School of Education is a probably ally in this area, and a connection could be made with trainee teachers. Other connections suggested included the new EDI Director, Athena Swan, Mary Immaculate College Limerick, Karl Kitching, parents of LGB young people, Catherine O’Mahony from CIRTL who has spoken out publicly in relation to “Flourish”, and the UCC chaplaincy.

5.2 There was discussion about hosting the “Outing the Past” festival, which was originally set up by UK primary school teachers. The hub opens in June and submissions close on 1st September. As this is not an academic conference but public outreach, a non-university venue is preferred. The publicly accessible UCC Business School was suggested because of its city centre location and built-in PA system. We could partner (again) with the Cork Gay Project and LINC. The Cork LGBT Archive could put on an exhibition as part of the event, and students from the MA in Museum Studies could be involved as a placement. It was agreed that we would delay hosting this festival until 2023, because of the Lesbian Lives conference taking place in 2022 (see 5.3 below).

5.2 UCC is hosting the Lesbian Lives conference in March 2022, which we hope will be linked to UCC Equality Week. Confirmed speakers include Angela Davis and Val McDermid. Around 200 delegates are expected.

* 1. Two guest speakers have agreed to give a talk in the coming weeks: Fermoy Town Councillor Noel McCarthy will speak about the campaign he led to de-twin Fermoy with a Polish town because of their anti-LGBT stance; and Sinead Hynes from NUI Galway will speak about her work on improving Alzheimer services for older LGBT+ people. It was also suggested that Roderick O’Gorman (Minister for Children, Children, Equality, Disability, Integration and Youth) might be invited to speak on being LGBT in politics, or Cian O’Callaghan TD.
  2. Cork Pride is going ahead in blended/hybrid format on the August bank holiday weekend.
  3. Another film series could be run in the winter, on a monthly rather than weekly basis.
  4. Cork-based LGBT musicians could be invited to give a lunchtime concert, perhaps as part of the Fuaim series, in a gesture of support after a difficult year for artists and musicians.
  5. It was noted that UCC is one of the stop-off points on the new Cork LGBT Walking Tour – there is a plaque under the archway in the quad with a QR code to an information piece. JP Quinn is supportive of moving the plaque to the visitor centre, and incorporating it into UCC tours.

1. **Date for Next Year’s AGM**

6.1 It was agreed that in future the AGM will be held on the second Thursday in December every year from now on. The 2021 AGM will therefore take place on 9th December 2021.

1. **AOB**

7.1 It was agreed to award honorary lifetime membership of the Network to co-founder Joan McCarthy and Cathal Kerrigan.

# Appendix 1

# Financial transactions on Current Account from AGM 2019 to 31/12/2020

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
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| Date | Details | Debit | Credit | Balance |
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| 08/10/2019 | UCC0007 CTO |  | € 32.50 | € 2,510.74 |
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| 08/04/2020 | CC0013 CTO |  | € 27.50 | € 1,918.66 |
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| 15/06/2020 | UCC0019 CTO |  | € 27.50 | € 1,973.66 |
| 19/06/2020 | NOTIFIED FEES | € 15.40 |  | € 1,958.26 |
| 20/07/2020 | UCC0006 CTO |  | € 27.50 | € 1,985.76 |
| 27/07/2020 | UCC0033 CTO |  | € 1,200.00 | € 3,185.76 |
| 10/08/2020 | UCC0017 CTO |  | € 27.50 | € 3,213.26 |
| 21/09/2020 | UCC0004 CTO |  | € 27.50 | € 3,240.76 |
| 25/09/2020 | NOTIFIED FEES | € 15.50 |  | € 3,225.26 |
| 12/10/2020 | UCC0004 CTO |  | € 27.50 | € 3,197.76 |
| 23/11/2020 | UCC0006 CTO |  | € 27.50 | € 3,280.26 |
| 18/12/2020 | UCC0020 CTO |  | € 27.50 | € 3,307.76 |
| 31/12/2020 | NOTIFIED FEES | € 15.20 |  | € 3,292.56 |

1. The impact of COVID-19 and the close of the campus resulted in an unusual underspend of funds of the Equality Committee Bursary and could not have been anticipated at the time. [↑](#footnote-ref-1)