**UNIVERSITY COLLEGE CORK**

**LGBT+ STAFF NETWORK**

Minutes of Committee Meeting

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| Date | 18th May 2021 |
| Time | 1pm – 2.45pm |
| Venue | Microsoft Teams  |

Attendance: Mary Byrne, Laurence Davis, Tim H. Fass, Barra Ó Donnabháin, Mary O’Rourke, Fiachra Ó Súilleabháin, Diarmuid Scully

Apologies: Han Shao

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|  | **Agenda Item** | **Discussion** | **Actions** |
| 1. | Committee Positions | 1. At the last AGM we agreed the network should have a PRO. Julie Butters, new network member, has expressed an interest in this role. She is currently on leave but would like to be put forward *in absentia*.
2. Tyndall rep – Tim and Han are both happy to continue sharing this role, although Tim will probably be leaving Tyndall early next year.
3. All other committee members indicated they are happy to continue in their current roles.
4. It was agreed that formalising the rotation of committee roles would be good for succession planning. However, we are drawing from a small pool as only 27 members are making regular paid contributions to the network. A handbook / constitution / terms of reference, including roles & responsibilities, would be useful in this context, perhaps benchmarking against other organisations.
 | Raise as a motion at AGM |
| 2. | Brief review of the year  | 1. It was agreed to clarify at the AGM the distinction between the financial year (Oct-Sep) and the “year” for the purpose of reporting activities, which runs from one AGM to the next.
2. Activities since the last AGM in December 2019 included the following: Competition for “Portrait of a Lady on Fire” tickets at the Triskel; equality coffee morning and online coffee mornings; screening of viva (in person) and online film series; Supporting UCC plaque re Cork Walking Tour; online talks from Fintan Warfield, Vanessa Lacey, Dario Sansone; general advocacy work on behalf of network; submission to Cork City Council on development plan; “trans-forming the HE landscape” presentation to School of Public Health; trans visibility day lighting up the quad and flag raising; network representation on Athena Swan committee, Staff Sports & Social committee, Equality committee, UCD-led national network group, Lesbian Lives organising conference, Cork Pride, Oct 2020 conference on diversity & inclusion in the workplace UCC LGBT student society queer conference.
3. What worked and what could be improved upon: Online webinars and speakers are a very affordable way of getting interesting events; also great to have on our web page when speakers allow us to record the event. Film series possibly easier than online coffee mornings for newer members to attend due to their structured nature. Might be better once a month.
4. Finances: Fiachra has prepared a finance report. We need to plan for spending our remaining allowance from the Equality Committee – total €1500, only film series spent (excluding vouchers). Lanyards and LL conference are possible spending items – must pay it out before 30th Sept.
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| 3. | Future workplan/commitments | 1. There is no confirmation yet of whether/how much campus-based activity will be resumed in Semester 1 of next academic year. Even if campus-based events are allowed, we will need to plan a variety of remote and face-to-face events to include people who may not be comfortable attending on campus. It was agreed that we will be led by public health guidelines, particularly in relation to social events, although seminar-type events might be more feasible.
2. Possible events over the next year include:
* Outing the Past 2022 – hub opens in June and submissions close on 1st September. Diarmuid will get more information on what we need to do if we want to get involved. Try to use the Business School building if face-to-face. It’s free, publicly accessible, city centre.
* Lesbian Lives conference March 2022
* Guest speaker – Fermoy town councillor re de-twinning
* Cork Pride is going ahead August bank holiday (blended)
* Monthly film series in the winter
* Sports & Social Club book club
* Glucksman project with LGBTQ community
1. Our response to the Catholic Bishops new “Flourish” programme for schools was discussed, and the option of sending an open letter from the network. Liz Kiely and COBL have written a submission, and a petition has also been started to replace Flourish with an alternative. The INTO LGBT group is talking to Joint Oireachtas Committee today re social media abuse from parents – we could invite them (again) to give us a talk. Maybe more powerful to organise a series of talks about the Irish (or international) education curriculum and LGBT themes across primary, secondary, tertiary. Possible speakers include Conor O’Mahony and Louise Crowley (School of Law); UL student whose Masters dissertation was on parents’ attitudes to LGBT teachers; Aoife Neary in UL; and Karl Kitching (Birmingham). Fiachra shared a presentation on “Queering the Curriculum”. A related area is parenting & surrogacy, family rights & laws.
 | Diarmuid to follow up |
| 4. | Agreeing AGM agenda | The following agenda for the AGM was agreed:1. Co-chairs’ report: 2020 activities
2. Treasurer’s report
3. Votes of welcome/thanks (e.g. EC and SSSC funding)/condolences; Cathal Kerrigan’s contribution & retirement
4. Elections: Co-chairs, Secretary, Treasurer, Events Officer, LGBT+ Staff Liaison Officer, Tyndall representative, PRO
5. Event planning for 2021/22
6. Date for next year’s AGM
7. AOB
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| 5. | AOB | 1. Laurence reported that Ciara Heavin is currently acting chair of the Equality Committee, at least while Nuala Finnegan is on sabbatical. She is supportive of the network. The appointment of the new EDI director has not yet been finalised, so the key contact person while Anne-Marie Curtin is on leave is Ann King.
2. The mechanism for choosing the AGM date is cumbersome – we should agree the date at the previous AGM.
3. MaryO is investigating (with IT services and Microsoft) why some emails to the Network mailbox are filtered automatically into the junk folder (e.g. those from the Gay Project).
4. Cork Pride have asked for UCC sponsorship (MTU are already sponsoring). It’s difficult to know how much to offer or what we get in return. There’s also a danger that it will be taken from our Equality Committee allowance. However it was agreed in principle that we should consider providing some sponsorship. Fiachra will try to find out how much MTU gave.
5. We need a permanent marker in UCC showing we are an inclusive space, e.g. a rainbow crossing.
 | Fiachra to follow up  |