**UNIVERSITY COLLEGE CORK**

**LGBT+ STAFF NETWORK**

Minutes of Committee Meeting

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| Date | 21st October 2020 |
| Time | 2pm-3.30pm |
| Venue | Microsoft Teams |

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

Apologies:

Sec.: Mary Byrne

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|  | **Agenda Item** | **Discussion** | **Actions** |
| 1.1  1.2  1.3  1.4 | Remaining active in lockdown | The difficulty of promoting network engagement during the COVID-19 pandemic was discussed. Some virtual coffee mornings were held during the summer, as well as one face-to-face. Attendance at such events can be low even on campus, and people may prefer to engage with more structured activities. The Staff Sports & Social Club, the Gay Men’s Project and LINC (who have a new coordinator) are having similar difficulties staying engaged with members at this time.  It was agreed to try one or more LGBT-themed virtual film nights, either via group rental from the IFI or simultaneous viewing of a Netflix film with live chat on MS Teams.  It was also agreed that lockdown is an opportunity to run an online guest speaker series with high-profile guests whose travel costs might otherwise be too expensive. A mix of academic/research and activist/community speakers would be good, possibly with two at one session speaking for 15 minutes each followed by 30 minutes of group discussion. Another option would be to podcast an interview, rather than holding an event on Teams. Planning for this series of 3 or 4 events will continue by email.  An online event to mark Cathal Kerrigan’s retirement was also discussed. This could be linked to the launch on 27th October of an LGBT self-guided walking tour of Cork organised by Cork Pride. The tour will include a plaque in UCC with a QR code linking to Cathal’s role in Cork’s LGBT history. The Students’ Union, Buildings & Estates Office, and Office of Marketing & Communications have all been very supportive of the idea and the plaque will be erected in the quad area. The Visitor Centre is also working on incorporating a dedicated piece on UCC LGBT history into their campus tours. Planning for this event will also continue by email. | MaryB to contact IFI  Recruit guest speakers  Link with launch of walking tour |
| 2.1 | AGM | Last year’s AGM was in December. Because of the pandemic, the network has been unable to be very active during 2020. It was agreed that this year’s AGM will be postponed until January 2021, when it’s hoped that easing of restrictions may allow it to be held face-to-face and to incorporate a social event. | Choose a date for AGM |
| 3.1  3.2 | Funding | The university’s financial year ended on 30th September, and it’s likely that any unspent funds will have been reabsorbed centrally. Budgets for the new financial year are usually assigned in October. We don’t yet know what the Equality Committee budget is, or whether the LGBT+ Staff Network will be allocated a portion of it. Laurence agreed to raise the matter gently with Prof. Nuala Finnegan, Chair of the Equality Committee, when he meets her shortly about something else. Our plans for any available funding include payments to high profile speakers (see 1.3 above), film rental (see 1.2 above) and social events on return to campus (see 2.1 above).  Fiachra circulated an overview of our Bank of Ireland account immediately after the meeting. | Laurence to raise budget with NF |
| 4.1 | Public Relations | The position of PRO on the committee is still vacant. Appreciation was expressed for Aman’s ongoing activity on the network’s Twitter account; he is not interested in the wider PRO role. Our website is out of date since Maurice stepped back from that task; MaryB will factually correct it for now. Cathal looked after our Facebook page until his retirement in April. As there are several components it could be a shared role, being mindful of potential sensitivities around the different areas. Julie Butters from the Language Centre and Kevin Goggin from the Finance Office have both expressed an interest in becoming more involved in the network. MaryO will check if either would consider this role. | MaryB to update website  MaryO to contact Julie and Kevin |
| 5.1  5.2 | Terms of Reference | The committee’s Terms of Reference (TOR) need some work. MaryO and Laurence will form a subcommittee to work on this, reporting back in January. It may be useful to review TOR from LGBT+ staff networks in other Irish universities.  We have played an active part in facilitating the creation of other networks around Ireland, but they have now developed distinctive features of their own. The subcommittee might also consider whether we can learn from the activities and experiences of other networks. This may in turn lead to reviving the all-Ireland LGBT+ staff network meetings, which have fallen by the wayside in recent years. | MaryO & Laurence to contact other networks and revise TOR |
| 6.1 |  | Fiachra circulated a link to the [Eventbrite](https://www.eventbrite.co.uk/e/is-di-in-your-dna-work-with-pride-diversity-inclusion-conference-tickets-124973040729) for “Pride at Work”, **Cork Pride’s inaugural Diversity and Inclusion Conference this Friday 23rd October online. There will be some good speakers, and** attendees from over 50 companies and organizations invested in creating and maintaining an LGBT+ inclusive workplace. |  |
| 7.1 | HR | **UCC HR want to include information on the network in their orientation pack for new staff. MaryO sent them a flyer which will be included on their website.** |  |
| 8.1 | Equality Week | **Earlier in the year we committed to being an Equality Week 2021 conference partner with UCD, LINC and the University of Cambridge, but this is now unlikely to happen face-to-face. Our role was to be primarily as hosts and facilitators, with UCD being the main organizers.** |  |
| 9.1 | Outing the Past | **Nobody has any information to date on whether “Outing the Past” Festival will be happening in 2021.** |  |
| 10.1 | Next Meeting | **The next committee meeting will take place in 2nd or 3rd week of November.** | Choose a date for next meeting |