



## LGBTI Network Meeting For staff and students

Wednesday 10 April, 2019

**1.30-3pm**

The Great Hall, Clock Tower Building

2019 Network meeting dates

**April 10, 2019: The Great Hall, ClockTower**

**June 5, 2019: Decima Glenn, Owen G Glenn Building** \*please note room change\*

**October 9, 2019: The Great Hall, ClockTower**

Please pencil these into your calendars.

We hope to see you all again, and encourage you to bring along anyone who is interested in LGBTI issues across the University.

[Visit the Equity Office website and LGBTI webpage](#)

**Click to RSVP**

**Please click on the link to email the Equity Office. We need your RSVP for catering purposes.**

**Co-chairs:** Equity Office (Terry O'Neill) and AUSA/ QRO (Sophie Canning)

### Agenda

**1.30 Refreshments** and an opportunity to meet other LGBTI students and staff

**1.45 Welcome** from Terry O'Neill & Sophie Canning

**UPDATES** from the Equity Office

**Hokinga Mauri Ceremony** - a renewed partnership between the Offices of the Pro Vice-Chancellors Māori, Pacific and Equity

**Priorities for this year for the Equity Office include:**

- Promotion of the LGBTI Student and Staff Network (REFER earlier meeting notes)
- Closer engagement with LGBTI International students and staff (collaborating with PGSA Rainbow), Asian students (and Equasain) and staff, Maori students

and staff, and Pacific students and staff, support for LGBTI Study Abroad students.

- (Lead: UoA Property Services) Progressing the provision of Unisex toilets
- LGBTI data collection to enable LGBTI identification (with appropriate security/confidentiality mechanisms) by students and staff. New reporting capabilities.

#### **Disclosure of information**

The University of Auckland is committed to supporting staff and students who are more likely to have experienced barriers to accessing and succeeding at our University. These barriers include discrimination, marginalisation, under-representation, socio-economic background and/or underachievement in school. The University is also committed to meeting its responsibilities under the Treaty of Waitangi.

Given these commitments, the University has developed an Equity Policy, which describes our support for staff and students who are Māori and/or from equity groups. The University equity groups include Pacific students and staff; students and staff with disabilities; Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) students and staff, refugee-background students and staff, students from low socio-economic backgrounds, and people experiencing access and success barriers.

#### **Why does the University request information about whether staff and students are from equity groups?**

We collect information about students and staff for the purposes set out in the University's Privacy Statements. Information about whether a student or staff member belongs to an equity group particularly helps us to understand the diversity of our student and staff communities, and to determine the types of support and services we need to provide. This information also allows us to monitor the effectiveness of our projects and policies in providing a safe, inclusive and equitable study and work environment. [Read the University's Privacy Statements](#)

#### **Privacy**

The University values the privacy of every individual's personal information and is committed to the protection of personal information.

- The Equity Office is working with the Development Office to identify ways to engage with the University's LGBTI alumni and, potentially, to explore Rainbow scholarships. Noting also that transoncampus is also exploring trans-specific scholarship provision.
- Working with AUSA/ QRO to focus on rainbow student mental health issues. Noting, that the Equity Office/ Student Disability Services Senior Mental Health Advisor (and others involved in the University Mental Health Day on 07 May) will be attending in October training - "The Suicide Closet – effective suicide interventions for LGBTTIQA plus people"

#### **Equity Office LGBTI resources, policies and initiatives:**

- [Equity Policy](#) Maori and Equity Groups (Pacific, students and staff with disabilities, LGBT students and staff, students from refugee backgrounds, students from low socio-economic backgrounds)
- [Guidelines for the University of Auckland support for trans students' legal name](#) – 44 approved applicants so far
- [Changing your sex on your birth certificate](#)
- [LGBTI banners](#) - can be borrowed from the Equity Office for your events
- [Transgender people at the University Guidelines and FAQs](#)
- [LGBTI collateral](#) - LGBTI stickers are available from the Equity Office

- [Family Violence Policy](#) prevention campaign collateral, and training
- [Zero Tolerance for Discrimination](#) campaign resources, and stickers
- [LGBTI Good Practice Guidelines](#) - the Equity Office with staff across the University to discuss the best ways to support LGBTI students. These good practice ideas have been compiled into a resource to assist staff.

### **New from the Equity Office**

- [Gender Transitioning at Work](#) Guidelines
  - **To assist staff** who are transitioning, their managers and their colleagues
  - **Outline steps** that staff who are, or who are planning to transition, can take
  - Most importantly it encourages staff to think about **what information** you want to share with people, **when** you'd like to share it and **how** you'd like to share it
  - Specifically through **developing a work plan**, updating University records, timeframes and communicating appropriately
  - Also includes **steps a manager can take** to support staff and legal and University obligations
  - Includes **links** to both internal and external resources
  - The guidelines are a statement of support to ensure smooth transitioning at work
  - All policies and guidelines are reviewed every couple of years so if you have feedback please direct it to Staff Equity Manager, Cathie Walsh
- [Inclusion of Trans and Gender Diverse Students and Staff in Sport and Recreation](#)
  - Policy
  - Guidelines
  - Background legal reference document
- [Standards New Zealand NZS800 Rainbow-Inclusive Workplaces: A Standard for Gender and Sexual Diversity in Employment](#) (and study) – the Equity Office is working with stakeholders across the University to ensure compliance with this comprehensive Standard
- [University travel](#) – Fiona Moffat, the University's Procurement Category Manager, working in collaboration with the Equity Office, has provided a 'gender diverse' option in the travel booking system. Communications, on the safety of LGBTI travellers has been published on the staff intranet travel pages. This removes the need for staff who do not identify as binary to select the previous male or female only options within Orbit Profile. This change also supports staff who wish to identify as diverse within the University but as binary for the purpose of travel as per their passport. This is likely an industry first within the New Zealand and Australia (possibly further afield) region. The University will also advocate for changes on the NZ MFAT traveller advisory pages to include specific information (and, where applicable, warnings) for LGBTI travellers.
- [University of Auckland Digital Services](#) (formerly ITS)  
Is progressing the establishment of a LGBTI staff network/ support/ awareness group

From **JJ Eldridge**

- [Rainbow-inclusive teaching](#) (10 October, 2018 Network meeting)  
JJ Eldridge has been developing a two-hour Rainbow-inclusive seminary for academic/ teaching staff (including trans and other elements)
- [Faculty of Education and Social Work](#)  
Scoping of the possible establishment of an inter-disciplinary grouping around sexuality and sexuality education research and practice (John Fenaughty)
- [New Zealand Human Rights Commission](#)
  - Has published the *Intersex Roundtable Report*
  - Submitted on the *Births, Deaths, Marriages, and Relationships Registration Bill*
  - Contributed to *Guidelines for Gender Affirming Healthcare for Gender Diverse and Transgender Children, Young People and Adults in Aotearoa New Zealand*

**1.55 AUSA** Queer Rights Officer Sophie Canning

- Queerspace relocation
- Rainbow student mental health

**2.05 PGSA Rainbow**

UPDATE from Krystine Sheridan

**2.15 Transoncampus**

UPDATE provided by JJ Eldridge

- Trans on Campus has been quiet, a few things done, Seraphine Williams has suggested an initiative to raise the profile of trans people at university which I think is a great idea but finding volunteers to be profiled still has to be done.
- Rainbow Science is hopefully being restarted with a number of students keen to put in the effort to get something going.
- 11am 10 April, 2019: JJ Eldridge delivered a physics seminar on "Making rainbow inclusive classrooms". The psychology department hired an external group to give a similar seminar to their department.

**2.20 Faculty Rainbow Groups** Updates, Events, Issues, discussion,  
including *Queer Quad* cross-faculty events.

See [Faculty Rainbow groups and contacts](#)

UPDATED NOVEMBER 2020

### 2018 cross-Faculty Rainbow initiatives/ events

- o Rainbow Youth event

### 2019 cross-Faculty Rainbow initiatives/ events

- o (CAI: Chris Rollins) An event around Mental Health and Well-being, which could tie into the Speaking Out theme, called *Reaching Out*.

## 2.25 Reinvigoration of the UoA LGBTI Network

How can the UoA LGBTI Network take a stronger lead regarding LGBTI outreach/ events/ celebrations/ advocacy across the University while still supporting the important (and often more context-specific work of the faculty Rainbow Groups.

Key points from the April Network discussion:

AUSA QRO not present. However, discussion around reinvigorating the LGBTI Network, which was met with enthusiasm. Points suggested included:

- o The need for an overarching Rainbow presence at the University with room for faculties to work together to put on high profile events (cross-faculty events) as well as each faculty.
- o Rainbow Business is currently in discussion with Rainbow Engineering about working together. They are working on getting all of the faculties together in a room to discuss working together.
- o It was noted that FMHS currently do not have an active LGBTI group. There was discussion about sending out an en masse invitation inviting staff and students within the faculty to begin a group.
- o It was also noted that Rainbow Engineering currently has no staff members as part of its cohort.

Additional points from the 06 June, discussion:

- o Ensure more seminars/ presentations from / about LGBTI issues (send suggestions re speakers to Terry/ Equity Office)
- o Noting (per Time B) that last year MAPAS-initiated research re LGBTI etc (Terry to follow up with Papaarangi and/ or Eleanor/ FMHS. Here, potentially, presentation for the next LGBTI Network meeting.
- o Value in meeting together and learning about our respective passions and motivations: provide an opportunity for introductions and brief individual updates
- o Too often LGBTI events are not being successfully communicated or publicised on campus. Equity Office will explore the possibility of establishing an events schedule on the LGBTI webpage
- o Remember that Campus Life's Clubs and Societies support and functions can potentially support LGBTI-related activities and objectives. Equity Office should have a link to Clubs and Societies.
- o Build a relationship with Equasian

- A potential focus – coinciding with mental health month/ week is LGBTI and mental health
- FESW also exploring possibility of a designated/ faculty Queerspace

## 2.30 Other Business

### **Pride Parade** 2019

Jay (UniQ) critiqued the University's LGBTI WG's decision not to participate in Pride Parade 2019 and also questioned the extent and substance of the University's commitment to Rainbow students. Terry noted that the presence of a UniQ representative at the Network meeting for the first time in the seven-year history of the Network was a particularly welcome development and that a continuation of that engagement would be useful. Terry also noted that the University's longstanding engagement with Pride Parade would likely resume for the 2020 event and that, in due course, and reflecting past practice, members of the 2020 Events WG would be sought.

This discussion also canvassed current student-facing LGBTI-related comms generated by the Equity Office (relevant to the reinvigoration of the LGBTI student and staff Network) and other sections of the University. Some speakers expressed the view that current LGBTI-related information could be difficult to locate and not sufficiently student-focused. The Equity Office has asked for advice about ways to enhance comms to be forwarded to EO comms so that a collaborative strategy can be discussed and agreed. Terry noted that this strategy, to reflect the breadth of the Network, would also need to be mindful of Rainbow staff input and support.

### **Big Gay Out** 2019

#### **Goals:**

- To promote the UoA as a safe, inclusive and equitable place to work and study.

#### **Results:**

- Approx 110 people came into the stall between midday and 7.00pm
- The majority of these were current or prospective students
- A great turn out from the Equity Office, AUSA/ QRO, and members of the LGBTI network.

### **Acronym** – LGBTI, LGBTTQI

The University of Auckland has now complied with, and adopted, [Standards New Zealand NZS800 Rainbow-Inclusive Workplaces: A Standard for Gender and Sexual Diversity in Employment](#) (and study). As part of the development of the Standard, the expert group discussed at length, and agreed, to LGBTTQI as the preferred community acronym. At the 10 April 2019 Network meeting, attendees agreed upon a new acronym:

### **LGBTQITakatapui+**

- Noting: Takatapui ("Intimate partner of the same sex", Williams, 1975, p.369) Professor Linda Waimarie Nikora, Professor of Indigenous Studies, UoA
- Noting: that this acronym can be used interchangeably with 'Rainbow'

- Noting: that this acronym will apply to the University LGBTI student and staff Network collateral and comms, notwithstanding that amendments to collateral will be incremental.

**Trans visibility on campus** Seraphine Williams

**3.00 Meeting ends**