



Team Teesside

Promoting LGBT+ Inclusion through collaboration

Our Approach:

- Formal structure
- Executive Champion
- Stonewall Accreditation
- Collaboration with the LGBT+ Focus Group
- Key events
- Responding to our staff
- Embedding change in policy and practice



Formal Structure:

Executive
Equality &
Inclusion Group

Equality &
Inclusion Group

Focus Groups



The Role of the Executive Champion



Stonewall Accreditation



University named one of UK's top LGBT+ employers

31 January 2020

@TeessideUni

Business

Teesside University has been named as one of the country's top employers for LGBT+ staff.



Our commitment to equality and diversity has been rewarded with our highest ever ranking of 40th in the influential annual Stonewall UK Workplace Equality Index (WEI), a rise of seven places from last year.

This year's survey attracted a record number of submissions with more than 500 employers from across the country seeking to demonstrate their commitment to workplace inclusion.



The LGBT+ Focus Group:



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LGBT+ Focus Group staff members

Allies & role models

[Learn more](#)

Teesside University
Dunn, Dominic

LGBT+ Focus Group staff members

[Return to Focus Group](#)

Dominic Dunn
Chair, Staff LGBT+ Focus Group
Technical Director, School of Computing & Digital Technologies

I identify as a Gay man.

I manage the facilities and resources within the School of Computing & Digital Technologies, along with supporting Enterprise and Business Engagement through the TUCan Digital Studio, Recruitment and Marketing and Media Production across the University. I also teach on some of the Media courses and manage the TU-Xtra media brand.

I have been chair of the LGBT+ Staff group now for two years and a member for nearly four. I'm incredibly proud of the work the group and the wider University do to celebrate and champion diversity and inclusion for all.

Ang Ramage
Vice-Chair Staff LGBT+ Focus Group
Accommodation & Resources Manager, Campus Services

I identify as a Gay woman.

I manage the Student Accommodation Team and we look after the University's accommodation with space for 1,000 students. I also manage the University Cleaning Team who make sure the University always looks at its best.

I have been a member of the LGBT+ Focus Group for over 10 years. It's important that LGBT+ issues are represented within the University community and inclusion is embedded into everything we do.

[Other members of the team:](#)

[↑](#)

- Comprised of:

- Chair & Vice-Chair
- Senior Management from the University
- Student Union representation
- Coms Representatives
- Marketing Representatives
- Other staff from a range of departments

LGBT+ Focus Group Activity:



- Generally raise awareness for LGBTQ+ issues
- Support key calendar events throughout the year
 - Pride
 - LGBTQ+ History Month
 - Trans Day of Remembrance
 - Awareness Days of Visibility
- Facilitate awareness raising workshops with partner organisations
- Affect policy & sit on E&D committee
- Provide confidential support and advice to staff and students

Visibility Days



Celebrating Bisexual Day of Visibility
#teesunipride



LGBTQ+ History Month



 **LGBT History month 2019**

A series of FREE screenings celebrating LGBT History Month on Campus.
Thursday evenings 6pm in OL7. Book online tees.ac.uk/events



THURSDAY 21ST FEB	THURSDAY 28TH FEB	THURSDAY 7TH MARCH	THURSDAY 14TH MARCH
 <p>FELICITY HUFFMAN KEVIN ZEGERS FIONNULA FLANAGAN TRANSAMERICA 2005 ACADEMY AWARD BEST ACTRESS FELICITY HUFFMAN "The Most Original American Movie Comedy This Year." —Andrew Burt, NEDDY POLAK, PHILIP</p>	 <p>ANNETTE BENING JULIANNE MOORE MARK RUFFALO THE KIDS ARE ALL RIGHT MIA WASIKOWSKA JOSH HUTCHERSON GOLDEN GLOBE WINNER 2011</p>	 <p>FEARLESS LIVES FOREVER BOHEMIAN RHAPSODY</p>	 <p>"A BEAUTIFUL, SENSITIVE, BRILLIANT, SERIAL SPELL." —BRITANNIA, FORTNIGHTLY, AND PUNCH "TRUTHFUL, CHALLENGING, AND GENUINELY MOVING." —THE NEW YORK TIMES "SOME OF THE MOST EMOTIONAL MOMENTS IN FILM HISTORY." —THE NEW YORK TIMES "TRUMPANT AND HEARTBREAKING." —THE NEW YORK TIMES A FILM BY LUCA GUADAGNINO CALL ME BY YOUR NAME</p>



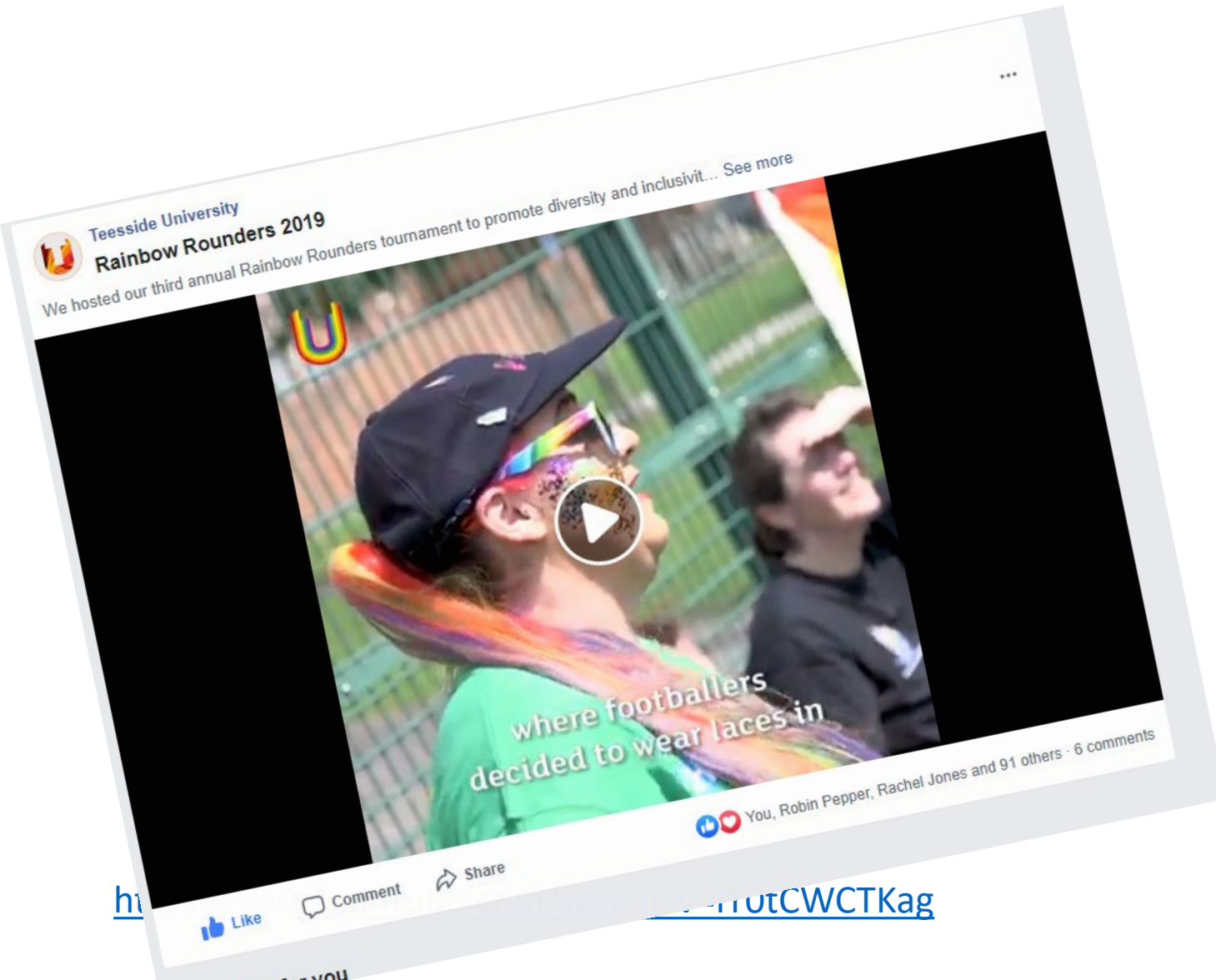
A Coming Out Story NOT YET RATED

2 years ago | More

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Rainbow Rounders



SIGN UP NOW TO BE PART OF THE TEESSIDE
UNIVERSITY RAINBOW ROUNDERS TEAM



BATTERS, BOWLERS AND
FIELDERS NEEDED!

COMPETING ON

APRIL
24
2019

TRAINING AND UNIFORM PROVIDED

CONTACT ANGELA RAMAGE:
06142 342266
a.ramage@tees.ac.uk

Posts

teessideuni
Middlesbrough



Liked by jacquineragusa and 201 others

teessideuni We're getting ready for Pride 2019, this year a group of staff and students will be heading to Newcastle to join the Northern Pride Festival which takes place 19... more

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dominicdunn 🤔🤔

jeanpierresamvura Fantastic

6 June

🏠 🔍 + ❤️ 👤

11:57

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Kelly Ann Taylor @KellyAn... · 20/07/2019
#teesunipride @northernprideuk

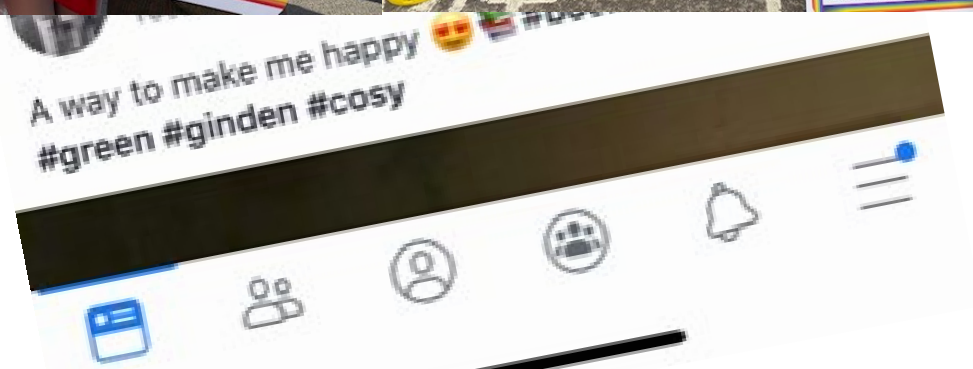


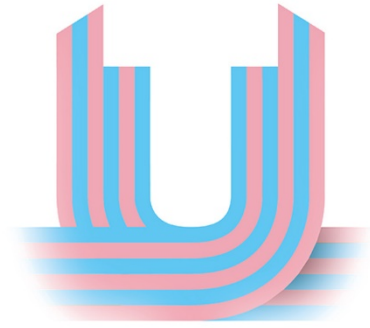
Abbie Charlton @Abbiech... · 20/07/2019
#NewProfilePic #teesunipride



Shauni Angel @Shauni_An... · 20/07/2019
3 Psychology Students from Teesside Uni having far too much fun at Newcastle Pride 2019 #teesunipride





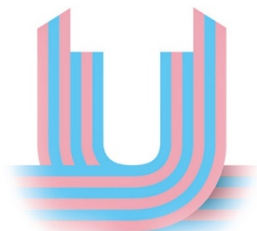


#teesunipride

Trans Week of Remembrance

Monday 18 - Saturday 23 November



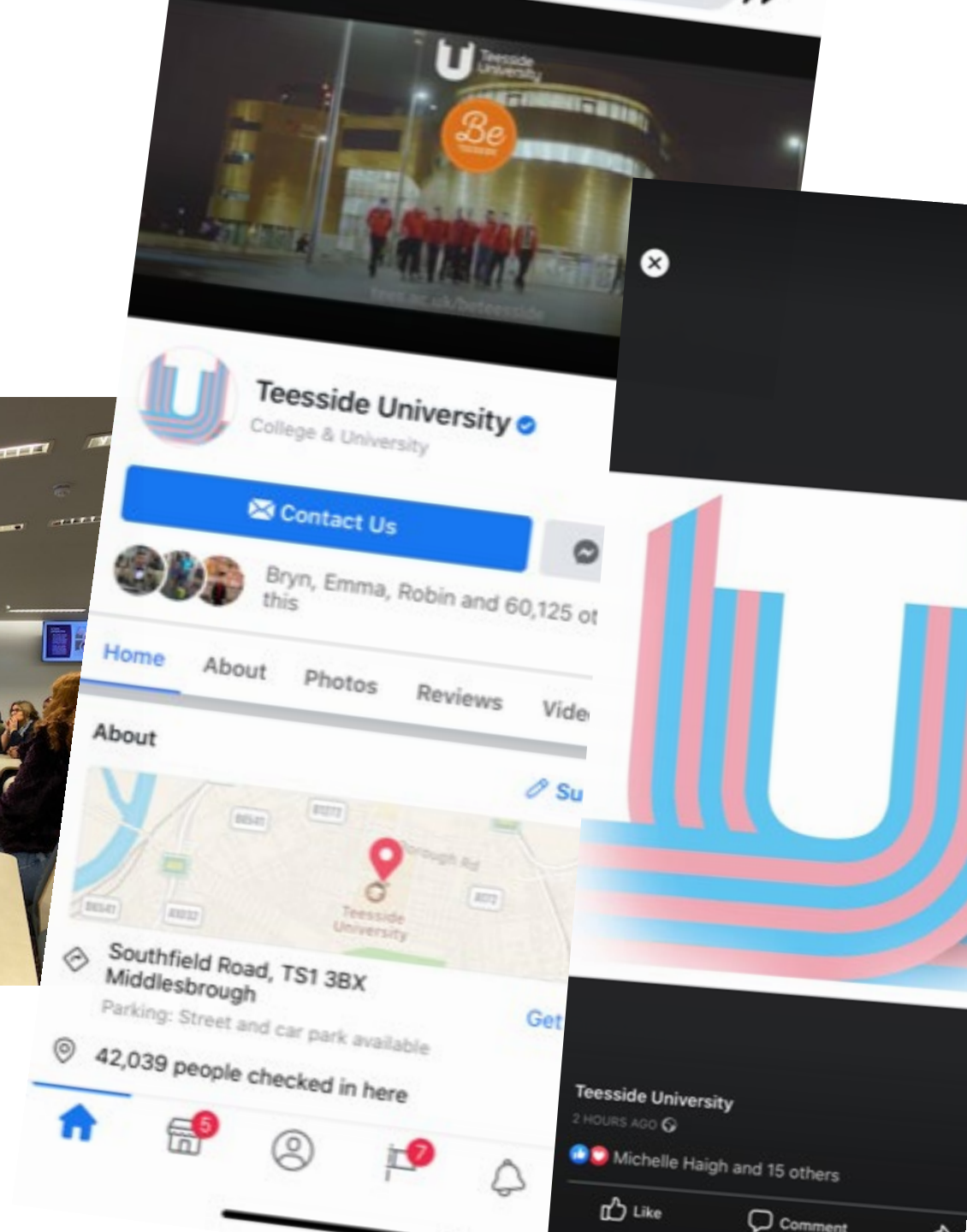


#teesunipride

Trans Week of Remembrance

Monday 18 - Saturday 23 November

tees.ac.uk/lgbt
to find out more







Working Together

The LGBT+ focus group work alongside HR/Equality & Diversity to raise awareness of LGBT+ issues and break down the barriers that prevent LGBT+ staff and students achieving their potential.

- Acknowledgement through PDPR
- Commitment to inclusion embedded in the values and behaviours framework

Responding to our staff

- Workshops exploring gender with a focus on how to support non-binary staff and students



Measuring Progress



Our Staff Data

- 67.5% of current staff have disclosed their sexual orientation as part of our annual records check
- At recruitment stages 88.1% of candidates are willing to disclose their sexual orientation.

Staff survey information

- **98% of all staff gave a positive** response to both of the below questions:
 - I feel the University respects people equally regardless of sexual orientation
 - I feel the University respects people equally regardless of gender reassignment

Focused pulse survey approach

- Our next step in measuring engagement

Embedding change in policy & practice



- Uniforms
- Range of titles
- Gender neutral language across all HR policies
- Training & Development



Thank You

Q&A