



Our Open@TUOS news - Autumn 2017 edition

Welcome to the Open@TUOS newsletter for our LGBT allies here at the University. We hope it will help keep you informed on Lesbian Gay Bisexual & Trans-related initiatives, issues and events that affect or are relevant to our staff and student LGBT community. We now have over **1,200** supporters from every faculty, our AMRC and professional services who wear a rainbow lanyard to visibly support LGBT equality and inclusion and are a safe person for LGBT staff and students to talk to.





**Have your say about LGBT equality and inclusion at
the University.**

**Please take 5 minutes to complete the Stonewall
staff feedback survey 2018**

The University is a proud member of Stonewall and has been in the top 100 workplaces for LGBT equality for four years running. To help us identify where we are doing well, and where we need to do more work, we ask all staff to complete an annual benchmarking exercise on how the University supports LGBT equality and inclusion.

The information you provide is entirely anonymous and goes directly to Stonewall's workplace team - only aggregated scores are shared with us. To participate, please visit: <http://www.stonewall.org.uk/index-survey-2018> and enter our unique code: 1699. The survey closes on Friday 3 November.

The University has worked hard over the past year to visibly enhance our LGBT inclusive and open community through:

- working collaboratively with the LGBT staff and student networks
- sponsoring city-wide events including Pride Sheffield and Pinknic
- hosting events in LGBT History month
- continuously promoting Open@TUOS. For further information on Open@TUOS or any of our equality, diversity and inclusion work, visit: <https://www.sheffield.ac.uk/hr/equality>
- reviewing our policy language to ensure our policies are fully LGBT inclusive.
- launching our new online Trans Equality training. See details in our Trans Focus section below.

Events and awareness raising

Pride 2017

Celebrating our diverse community with Pride

The University proudly sponsored [Pride Sheffield](#) on Saturday 29 July at the main parade and festival event. The LGBT staff and student networks and Open@TUOS supporters hosted a stall at the event in Endcliffe Park and were joined by Professor Gill Valentine, Interim Provost & Deputy Vice-Chancellor and Senior LGBT Champion (third from the left).



Open@TUOS supporters also took part in our Pride on Campus communications campaign which began with a photo shoot in Weston Park. Further visible support included flying the rainbow flag at Firth Court and decorating the concourse with rainbow pillar wraps.

To celebrate we reflected on how we show our commitment to LGBT inclusion on campus and beyond. In a short [video](#) colleagues share their thoughts on what Pride means to them.

Bi Visibility Day - 23 September

An annual awareness day for the bisexual community and their supporters to recognise bisexuality as an identity in its own right and celebrate bisexual culture.

It is also a call to highlight issues of biphobia and bisexual erasure as well as removing such stigmas and misunderstandings that bisexuals are 'undecided, in between, greedy or going through a phase'.





Our bisexual role model Sarah Shahid is a member of the [LGBT Staff Network](#) committee and works as a clerical assistant in the English Language Teaching Centre (ELTC).

As an out and proud bisexual, Sarah is passionate about working towards eradicating biphobia and bi-invisibility and has delivered conference workshops on these subjects.

“Biphobia is ever-prevalent in today’s society. Bisexual people find themselves questioned over their sexuality and it’s quite common for people to be dismissive of bisexuality.” Sarah says.

“It’s important to celebrate bisexuality and people who are proud to say that they feel attracted to both men and women. I’ve had all the usual comments: I’m greedy, it’s a phase and I’m sat on the fence. Well at 45 years old, I’ve been sat on that fence for long enough now that I have splinters in my behind! Bisexuality is just as ‘real’ as being straight or gay.”

Transgender awareness week 14 - 21 November



As a key area in our LGBT equality and inclusion work, our trans focus is being reflected in our policy, awareness raising and storytelling to help our University to be fully trans inclusive for both staff and students.

Trans awareness training

Earlier this year, we launched a new 30 minute [e-learning module](#) through MOLE for all staff to help people understand trans issues and experiences. To access the module log into MUSE, open My Services and then **log in to MOLE**. If you have NOT accessed 'Organisation HUR - E-Learning resources' on MOLE before, please self-enrol [here](#) first and click submit and OK to continue.

Do you identify as Trans?

Our [LGBT Staff Network](#) are looking for someone who identifies as Trans to join the committee. If you are interested, or want to find out more about what the network does, please email lgbtnetwork@sheffield.ac.uk

Trans resources and information

Stonewall provides free downloadable resources on [Trans Inclusion in the Workplace](#) including how individuals can ensure trans people are accepted without exception. The Gender Identity Research and Education Society ([GIRES](#)) webpage is also useful for further information and a resource to sign post to.

Departmental spotlight - your LGBT and Open@TUOS activity

English Language Teaching Centre



English Language Tutor Anastasios Asimakopoulos (fifth from left) has helped nearly 40 summer course teachers become LGBT allies via Open@TUOS.

"I became an Open@TUOS supporter to make my commitment to LGBT issues more visible to my colleagues and students in ELTC.

It's very important for me as a teacher to promote values that are part of the practices and discourse of our highly internationalised academic culture, values such as openness, inclusivity and equitability.

Since joining Open@TUOS, I've become more confident in discussing LGBT issues and including them as a topic in my reading lessons in order to challenge heteronormativity in the classroom."

Our information exchange



Additional visible support

Further to your suggestions we have now expanded the way Open@TUOS supporters can visibly show support in addition to, or as an alternative to, the rainbow lanyards. Open@TUOS button badges, A5 door signs and tote bags are now available.

Please email openattuos@sheffield.ac.uk if you would like any of these resources or have any ideas for future ones.

The Open@TUOS logo is also available to [download](#) to use in any of your departmental Equality Diversity & Inclusion marketing or insert into your email signature sign-off.

Share your LGBT events and initiatives

If your department or faculty are running any LGBT events or initiatives, please let us know, as we will help with promotion and awareness raising via webpages and twitter accounts.

It will help spread good practice and support our next Stonewall submission.

Please email openattuos@sheffield.ac.uk



LGBT calendar 2017/2018

Here are some key dates, events and awareness campaigns to look out for:

23 September	BiVisibility Day
11 October	National Coming Out Day
20 November	Transgender Day of Remembrance
14-20 November	Transgender Awareness Week
1 December	World AIDS day
27 January	Holocaust Memorial Day
February	LGBT History Month

Thank you again for your ongoing support in making the University of Sheffield a remarkable and inclusive place to work.

Please feel free to forward this email or any of its content to interested colleagues.

We'd also love to hear news from your department and do let us know of any ideas for future editions.

Best wishes

The Open@TUOS team

Useful links and contacts

[LGBT Staff Network](#)

[Open@TUoS](#)

[Lgbt+ Student Network](#)

[Stonewall](#)

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