



Equality, Diversity, and Inclusion Committee (EDIC)

LGBT+ Equality Sub-Committee

Terms of Reference

Background

The LGBT+ Equality Sub-Committee is a thematic Sub-Committee of the University Equality, Diversity, and Inclusion Committee (EDIC), which exists to progress the University's strategic priorities for equality, diversity, and inclusion (EDI).

The University of Edinburgh (University) seeks to foster and support an ethos and culture that is inclusive, dignified, and respectful of difference (Cf. Equality Act 2010, Section 149).

Purpose

The aim of the Sub-Committee is to foster and support activity across the University that addresses inequalities concerning LGBTQ+ people, in the pursuit of making the University of Edinburgh, and its activities, a positive, inclusive, and welcoming, place of employment and study for staff and students (Cf. Vision 2030: Our Values).

Remit

The LGBT+ Sub-Committee will:

1. Identify strategic priorities regarding LGBT+ matters across the University.
2. Advocate for LGBTQ+ staff and student needs with decision-making bodies at the University, so that expertise and lived experiences, including collaboration with staff and student LGBTQ+ bodies, and using these to inform the Committee's insights and priorities, amplifying them to inform decision-making at the University.
3. Engage in storytelling activities that share both data and more personal narratives, amplifying LGBTQ+ staff and student voices, and acknowledge their significant and valuable contributions to the University. The data gathered will strengthen the resilience of the Sub-Committee and wider LGBTQ+ and EDI work, ensuring evidence-based decision-making.
4. Develop a SMART Action Plan, drawing upon relevant data, to address the identified strategic priorities and monitor their progress.
5. Provide a forum for discussion and consultation on LGBTQ+ issues, in pursuit of challenging misconceptions and discrimination, advocating for dignity and respect for LGBTQ+ staff and students, supporting them to thrive within a more inclusive University community.
6. Support the University, as a public institution, to meet and, where possible, exceed its statutory responsibilities towards LGBTQ+ people, including advocating for the



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University to comply with the best practice, including appropriate LGBTQ+ related equality Charters, contributing to submissions where relevant.

7. Where possible, monitor the implementation of LGBTQ+ relevant University policies, including Dignity and Respect policies and the Trans Policy (Staff) and Trans Policy (Students). Ensure that these policies are reviewed at least every three years, or sooner if needed, so that their impact is evaluated, and policy needs adjusted accordingly.
8. Strive to ensure that intersectional matters are identified through diverse representation and collaboration with other thematic EDIC Sub-Committees, community groups, and staff and student representatives.
9. Lead on initiatives on behalf of EDIC, as required.
10. Make recommendations to EDIC concerning LGBTQ+ matters, as appropriate.

Membership of the Sub-Committee

- CAM Rep
 - College Reps (x3)
 - Convenor (x2)
 - EUSA – LGBTQ+ Officer
 - EUSA – Trans & NB Officer
 - EUSA – VP Welfare
 - GaSP Rep
 - HR EDI Partner
 - Pride Staff Network
Convenor/Chair
 - Secretariat
 - Sports & Exercise Rep
 - Sports Union Rep
 - Student Experience Services Rep
 - Trade Union Rep
- The Sub-Group will co-opt, as necessary, to ensure diverse representation and to further its purpose.

Governance & Reporting

- The LGBT+ Sub-Committee will formally report to EDIC annually, via the Convenor or other designated representative.
- The LGBT+ Sub-Committee will share progress reports and key information from the Sub-Committee at each EDIC, via the Convenor or other designated representative.
- The LGBT+ Sub-Committee reserves the ability to consider some business through correspondence.
- LGBT+ Sub-Committee Co-Convenors, and members where relevant for Committee work and projects, will engage with the Co-Convenors of the other thematic EDIC Sub-Committees, to strive to ensure that the Committee centres intersectional and collaborative approaches.
- Members will promote the Committee's actions and values in their local areas, and update the Committee on local activity and priorities.



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Meeting Frequency

- The LGBT+ Sub-Committee will meet as required to fulfil its remit, with no fewer than three meetings per academic year.

Quoracy

- There is no quoracy for this Sub-committee, although members are expected to deputise if they are unable to attend a meeting.

Confidentiality & Discussion

- Respectful discussion and debate will be encouraged among members.
- Members should aim to represent not only their own views, but the range of views of their areas and, where possible, the University community as a whole.
- Members should use their discretion to respect confidential Sub-Committee discussions, but are encouraged to actively share its actions and values within their local areas. Any Minutes and Notes will act as the shareable record of the Sub-Committee.

The University of Edinburgh, 10/04/2025