

Terms of Reference: University of Cambridge LGBTQ+ Network

1. Introduction

The University of Cambridge LGBTQ+ Network (hereafter referred to as the Network) was established to foster an inclusive working environment that celebrates and empowers LGBTQ+ individuals across the collegiate University and its affiliate partner institutions. The Network welcomes individuals of minority sexual orientations, all gender identities or expressions, as well as their allies.

2. Purpose

The Network's purpose is to:

- Empower and celebrate all LGBTQ+ individuals across the collegiate university
- Advocate for LGBTQ+ inclusion and a better working environment for all
- Provide a sense of community and support
- Foster collaboration with EDI partners, staff networks, and student groups

3. Mission

Our mission is to achieve our purpose through:

Advocacy:

- Promoting LGBTQ+ inclusion throughout the University of Cambridge
- Challenging existing systems and practices where necessary
- Raising awareness of inequality and championing good practice

Community:

- Providing opportunities for mentoring, networking, and socialising
- Organising events to share experiences and knowledge
- Promoting staff leadership and mutual support
- Strengthening the LGBTQ+ community across the University

Collaboration:

- Work to dismantle barriers, including those within the LGBTQ+ community itself
- Working with Equality, Diversity, and Inclusion (EDI) partners
- Collaborating with other staff networks and student groups
- Recognising intersectionality and addressing inequities impacting LGBTQ+ people based on race, ethnicity, social status, gender, age, disability, and other characteristics



4. Structure

The Network shall be governed by a committee consisting of members from the LGBTQ+ community within the University of Cambridge, including its Colleges and partner institutions such as Cambridge University Press and Assessment. The committee shall include a Chair or Co-Chairs, responsible for coordinating the activities of the Network. The Chair (or co-Chair) will serve for a term of two years, with possible renewal for one term. Co-Chairs need not be appointed simultaneously, indeed a staggering of co-Chairs could be beneficial.

5. Meetings

The committee shall meet regularly to discuss matters relevant to the Network's purpose and mission. Meeting schedules shall be determined by the committee and communicated to all committee members in advance.

6. Amendments

These Terms of Reference may be amended by consensus of the committee members, provided that notice of proposed amendments has been given at least 1 week prior to the meeting at which the amendments are to be considered.

7. Ratification

These Terms of Reference shall come into effect upon ratification by the committee.

8. Review

These Terms of Reference shall be reviewed annually by the committee to ensure their effectiveness and relevance to the Network's objectives.

9. Adoption

These Terms of Reference are hereby adopted by the committee of the University of Cambridge LGBTQ+ Network on 16/10/24.

