

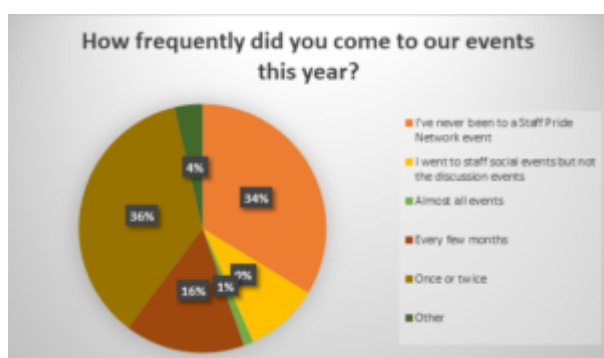
# Staff Pride Network Survey Report 2019

The Staff Pride Network undertook this survey with the aim of improving our organisation and future events. Thank you for helping us learn by completing it.

80 people responded to the survey and answered 16 questions that touched upon attendance to events, the reasons why you find this network important, communication, approachability, and representation. You can find a copy of this report in SharePoint (you will find the graphics are easier to read there). A further more detailed report will be published later in the year.

## Attendance to events

Although some of the respondents (35%) expressed they have not attended any events organised by the network, some explained that it is important that the network exists. One of the respondents wrote: 'It makes me feel secure and welcomed in the University that this network exists, so I want to support it and participate when I can'.



The reasons for not attending the events organised by the network were varied:

'I act as the departmental lead/rep for this, but am not part of the LGBTQ+ community, so don't feel the events are for me.'

‘Wasn’t aware of events.’

At the moment, 85% of you would feel able to approach us if you had an issue you wanted to discuss. These responses are very useful to us and will help us to improve our communications so you all feel welcome to attend and get notice of the events.

## Representation

A theme of concern was that 5% of the respondents expressed they did not feel comfortable/included and 2.5% didn’t like the sound of the events. We understand that people prefer to engage in different ways and, therefore, we are working to react and improve to ensure that people feel included and comfortable.



The survey showed our membership is diverse in many ways, but we have much to do to increase BME representation.



We are pleased to see that 19% of our respondents are allies. It is important to acknowledge that our network is a diverse

group and the LGBT+ umbrella does not capture the richness of our identities, as your responses showed us: ‘[I am] Asexual! But I fit that under “queer”’ and ‘I’ve been committed to a straight relationship forever, but feel that in another universe things could have been different. I’m happy though. But I don’t really know how to label that. Operationally straight/theoretically pan?’

## The importance of the Staff Pride Network



In response to this question, some of our members answered in ways that were reassuring and heart-warming. Quotes include:

‘I am impressed by the many efforts the LGBT+ staff group puts into its work, and I know that this is widely appreciated.’

‘I want to use Staff Pride to make the university more welcoming, to challenge prejudice, and effect meaningful change.’

‘It inspires me how to teach my kids about valuing diversity’.

‘I had a difficult time to come out to myself, the SPN started exactly at that point and it helped me very much to know that some LGBT+ colleagues were there, visible. I could not do it,

I am not comfortable enough to share my sexual orientation with others, but I am so thankful that you guys are here! And maybe someday I will do it too.'

We were overwhelmed with the positivity and love for what we are doing. You brought joyous tears to our eyes and gave us lots to think about for where to improve our work, events, and activities. Thank you.