

# STEM Equals at the University of Strathclyde

Like our sister project Evidence Base, led by the University of Edinburgh, STEM Equals at the University of Strathclyde is one of eleven EPSRC funded projects under the Inclusion Matters initiative.

STEM Equals is a four-year research and impact project focused on creating more inclusive STEM communities for women and LGBT+ people in both academia and in industry.

Through an intersectional lens, the project examines working cultures within higher education and industry to understand specific challenges and to develop new initiatives to address systemic inequalities.

The project is funded by EPSRC with matched funding from the University of Strathclyde. The project industry partner is BAM Nuttall Ltd.

Read our latest newsletter Re/Act: Updates from the STEM Equals project.

Sign up to join us for our free event on 21<sup>st</sup> October LGBT in HE: Building networks, making change (spaces limited; registration required).

Stay tuned for soon-to-be-announced details for a special LGBT+ STEM Day event on 18<sup>th</sup> November.

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# LGBT+ Network of Networks in Higher Education's Networks Got Talent Showcase: Derek's Entry

The LGBT+ Network of Networks in Higher Education (@LGBTNoNHE) have an initiative to showcase the talents and skills of members, and to bring joy to LGBT+ communities during the current testing time. LGBT+ individuals are more likely to live alone or may not situate in an inclusive domestic environment. #NetworksGotTalent

Enjoy the talents of Staff Pride Network Meeting Secretary Derek Williams and his improvisation on piano of The Village People's YMCA and Macho Man. Check out his own Derek Williams YouTube channel for much more. We hope this brings a smile to your face while we all do our best in isolation and socially distancing.

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## Staff Pride Network [ONLINE] events: Virtual Socials

This is a regular weekly Wednesday lunchtime coffee meetup 1-2pm & once a month (on the first Friday of the month) our evening social event (BYOB) 6:30pm-late.

Please drop in with a coffee and meet your LGBT+ colleagues and ask a committee member those questions you've been dying to have answered!

This event is open to all LGBT+/ally staff (or PhD students) of the University of Edinburgh.

More generally we have a broad range of people attending of all ages, disabilities and social abilities so please feel welcome to join us.

If you are nervous at all and would like to meet up with one of us first then please get in contact via our social media outlets or via email: [staffpridenetwork@ed.ac.uk](mailto:staffpridenetwork@ed.ac.uk)

For the duration of 'the event' we shall be meeting online via a video chat service (Jitsi) as it does not require a login, is browser-based (Chrome recommended) and is open-source.

Join the meeting: <https://meet.jit.si/StaffPrideNetworkSocial>

Mobile apps are available (Room Name: StaffPrideNetworkSocial):

iPhone App:  
<https://itunes.apple.com/us/app/jitsi-meet/id1165103905>

Android App:  
<https://play.google.com/store/apps/details?id=org.jitsi.meet>

Those without internet/smartphone/laptop can join by phone instead (standard charges apply), tap this: +44.121.468.3154, ,507231970#

Please open the chat from the bottom left and you can add a nickname so people know who you are if not using a camera.

Note: Audio settings are found in the bottom right (three dots icon) under settings to check you have the right mic and speaker setup.

Jitsi FAQ

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## **A welcome message from our new events officer David**

My name is David and I've recently joined the Edinburgh Research Office as a Solicitor, Contracts Manager in the Research Contracts, Governance and Integrity team. I'm really passionate about Equality, Diversity and Inclusion and serve as Secretary of the Glass Network, the Law Society of Scotland's advisory body on LGBT+ matters and Scotland's organisation for LGBT+ legal professionals. Most recently I was elected to the University's Staff Pride Network as Social and Events Officer.



The Staff Pride Network is now running our weekly Wednesday lunchtime coffee meetups and our monthly social event online. More details are available at the following link with details on further events to follow in due course: <https://www.eventbrite.co.uk/e/staff-pride-network-virtual-social-tickets-101570819054>

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# Staff Pride Network Event: Lavender Menace LGBT+ Book Archive

Forty years ago, when Lavender Menace Bookshop opened, positive depictions of LGBT+ people in books were rare. One lesbian pulp novel of the 1950s was called *Women in the Shadows*. There were similar shadows over all queer people in print and film. And legal censorship was alive and well in the 1980s. It simply had to be more focussed than before, as with Section 28.

Today our lives can be explored straightforwardly in fiction and non-fiction – but how did the change come? It was mainly LGBT+ writers and presses, along with radical bookshops and book distributors, who took the risk and opened the door. Their success surprised everyone and gave a lead which others followed.

But now many of the original LGBT+ and feminist presses have closed and well-known books have been forgotten. Lavender Menace Returns hopes to create an archive and database of the material we knew best. They want to also include LGBT+ writing of today to form one body of work telling the story of our community – and our demand for equality and honesty.

Follow Lavender Menace Returns on:

Twitter: @menacesof2019

FaceBook: lavendermenacereturns

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# A response to the School LGBTQ+ Diversity Since Section 28/Clause 2a event

February is LGBT history month and in Scotland, the focus is on that Clause 2a/Section 28 was repealed 20 years ago (<https://www.lgbtyouth.org.uk/news/2019/announcing-the-theme-for-lgbt-history-month-2020/> ). There were three more years for it in England and Wales and the less said about Northern Ireland the better. I grew up under Section 28 and it was a confusing time. We had no internet, and no school or medical resources about homosexuality or bisexuality so all we had was the media and that was ... varied.

Most media articles were hysterical in tone. Gay men were either said to be or implied to be paedophiles, gay women were often ignored or considered frigid or man-hating and bisexuals needed to pick a side. Where there was variation in representation it was HUGE and isolated. The famous Brookside lesbian kiss (<https://www.stonewall.org.uk/our-work/campaigns/1994-same-sex-kiss-between-two-women-brookside-builds-first-kiss-between-two-men> ) was often reported for being “saucy” and framed through the male gaze. The gay kiss between Simon and Tony in EastEnders ([https://www.huffingtonpost.co.uk/entry/loud-proud-eastenders-gay-kiss-mark-homer\\_uk\\_5725ad16e4b0a1e971cb84f0](https://www.huffingtonpost.co.uk/entry/loud-proud-eastenders-gay-kiss-mark-homer_uk_5725ad16e4b0a1e971cb84f0)) meanwhile should never have been shown before the watershed. Because sexuality was inherently sexual and not to be discussed.

For me growing up as bisexual in that world, and wanting to get married and have kids one day, “pick a side” meant picking men because there was no way I could have those things with a woman. I was still outspoken about gay rights but did not think that could apply for me. Things have changed but Section 28 cast a long shadow over the lives of so many people and has influenced the way children are taught, even today. There are more resources outside of school but they still take courage to find. It is still hard.

The Staff Pride Network held a schools event that highlighted the parallels between Section 28 and the treatment of trans rights and some attendees asked if there really was a parallel. For me, there are some obvious ones. Media representation of trans people has the same hysteria I remember from my childhood and teen years. Trans women are presented as sexually deviant, trans men are all but forgotten, non-binary identities? Pick a side. A recent Guardian Blind Dates column with a trans woman and a lesbian led to people claiming the trans woman was somehow tricking the lesbian. Thankfully she rebutted it in the strongest possible terms (<https://twitter.com/aigroe/status/1199431598929784838?s=20>).

I know the internet is a resource now, but not everyone has it in their homes. Imagine suspecting you are trans now in this media environment? How much courage would it take to look it up at school where people might see, particularly when everything you see is so hysterical and claims you are such a threat to the fabric of society (recalling Thatcher’s words as she introduced Section 28)?

The fact that so many of the arguments and tropes that were used against lesbian, gay and bisexual people are being used against out trans siblings is something many of us can't ignore because we remember the impact those things had on our own lives, and our own opportunities to be who we really are.

The shadow of Section 28 is still long, and the impact on trans lives is still harder. Research from LGBTYS (<https://www.lgbtyouth.org.uk/media/1354/life-in-scotland-for-lgbt-young-people.pdf>) shows that when asked if they had a mental health problem, 40% of LGBT young people and 66.7% of transgender young people said "yes", while half (50%) of LGBT young people and 63% of transgender young people experienced suicidal thoughts or behaviours. 73% of LGBT young people, and 83% of transgender young people, who had experienced at least one mental health problem, had been bullied at school and this shows why the work of organisations like LGBTYS is so vital.

The parallels are real. We need to learn from the past, I know the 80s and 90s are back in fashion but prejudice, discrimination and bigotry never should be.

*Siobhán*

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**Staff Pride Network Event:**

# School LGBTQ+ Diversity Since Section 28/Clause 2a

It has been 20 years since the repeal of Section 28/Clause 2a in Scotland. This event was held to provide an understanding of current equality law pertaining to schools, to discuss the experiences and challenges that our students and staff had in school before and after Section 28's repeal, in particular young trans students' experiences.

This event was intended as a positive experience for staff and students to share their LGBTQ+ experiences, for the audience to learn about the similarities and differences of their times.

Event Co-Chairs are Elliot Byrom, EUSA Trans & Non-Binary Liberation Officer and Sharon Cowan, Professor of Feminist and Queer Legal Studies.

Panellists were: Sarah Quinn (PrideSoc Faith rep who has done work in the background to section 28), Hazel Sanderson (PrideSoc Trans and Non-Binary Rep), Levi Mitchell (PrideSoc President) and LGBT Youth Scotland Head of National Programmes (including schools guidance), Cara Spence.

<https://blogs.ed.ac.uk/staffpridenetwork/>

<https://pridesoc.com/>

*Home*

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# LGBT+ History Month February Events

We have 3 fantastic Staff Pride Network events lined up for LGBT+ History Month 2020 in February. Please share with your colleagues/friends and retweet/share via social media:

## **School LGBTQ+ Diversity Since Section 28/Clause 2a**

<https://www.eventbrite.co.uk/e/school-lgbtq-diversity-since-section-28clause-2a-tickets-90635875343?aff=ebdssbdestsearch>

## **'Coming In': Share a piece of your LGBT+ History**

<https://www.eventbrite.co.uk/e/coming-in-share-a-piece-of-your-lgbt-history-tickets-91064318829>

**[POSTPONED DUE TO UCU STRIKES] We Are Human: Personal Stories of LGBTQ+ Identities and Intersection**

## **Lavender Menace LGBTQ+ Book Archive**

<https://www.eventbrite.co.uk/e/lavender-menace-lgbt-book-archive-tickets-90624697911>

- **School LGBTQ+ Diversity Since Section 28/Clause 2a**  
(Thursday, 6 February at 6-8pm in Room G.159 MacLaren Stuart Room, Old College)

What has changed in 20 years since the repeal of Section 28/Clause 2a in Scotland? This joint event from University

students and staff, with LGBT Youth Scotland, is being held to provide understanding of current equality law pertaining to schools, to discuss the experiences and challenges that our students and staff had in school before and after Section 28/Clause 2a's repeal, in particular young trans students' experiences, for the audience to learn about the similarities and differences of their times.

This public event is an opportunity for us all to show support for our trans staff and students and the trans community.

<https://www.eventbrite.co.uk/e/school-lgbtq-diversity-since-section-28clause-2a-tickets-90635875343?aff=ebdssbdestsearch>

- **'Coming In': Share a piece of your LGBT+ History**  
(Thursday, 13 February at 5:30-7:30pm in Room 2.03, 50 George Square)

If you moved to the University of Edinburgh for study or work, this is for YOU. Staff Pride Network & PrideSoc student network have partnered with OurStory Scotland to record our stories and experiences, good or bad, of coming to Edinburgh. How did you imagine it would be, and how does the reality compare with your expectations? How different is it if you are coming from overseas or from the Highlands?

<https://www.eventbrite.co.uk/e/coming-in-share-a-piece-of-your-lgbt-history-tickets-91064318829>

**[POSTPONED DUE TO UCU STRIKES]**

- **We Are Human: Personal Stories of LGBTQ+ Identities and Intersection** (~~Friday, 21 February at 8:50am-1:30pm/12:45-5:30pm in the Informatics Forum~~)

We are pleased to announce the inaugural 'We Are Human'

conference organised by the Staff Pride Network and PrideSoc with funding from the Principal's office, Finance department and the colleges of CSE, CMVM/BVM & CAHSS about raising awareness and discussing issues and challenges faced by LGBTQ+ staff and students. Morning/afternoon sessions can be booked separately in case anyone can only make one session. Allies especially welcome. Lunch, tea & coffee included.

Scottish Minister for Older People & Equality Christina McKelvie MSP will officially close the event alongside the Principal, Professor Peter Mathieson.

Programme details at  
<https://blogs.ed.ac.uk/staffpridenetwork/2019/12/20/we-are-human-personal-stories-of-lgbtq-identities-and-intersection>

<https://www.eventbrite.co.uk/e/we-are-human-personal-stories-of-lgbtq-identities-and-intersection-tickets-91479195737>

We Are Human Conference – Friday 21st Feb 2020 MyEd booking link

- **Lavender Menace LGBT+ Book Archive** (Thursday, 27 February at 5:30-7:30pm in Room G.06, 50 George Square)

Many of the original LGBT+ and feminist presses have closed and well-known books have been forgotten. Join us to hear from Lavender Menace Returns on how and why they are creating an LGBT+ archive and database to ensure that our stories are not lost. They also want to include LGBT+ writing of today to form one body of work telling the story of our community – and our demand for equality and honesty. Open to all; invite your friends.

<https://www.eventbrite.co.uk/e/lavender-menace-lgbt-book-archive-tickets-90624697911>

There are also the monthly evening social and coffee and cake dates to look forward to in February and beyond:

- Staff Pride Network's Monthly **Evening Social** (Friday, 7 February at 6-10pm at Checkpoint)

<https://www.eventbrite.co.uk/e/staff-pride-networks-monthly-evening-social-tickets-61238984451>

- Staff Pride Network **Central** Coffee & Cake (Wednesday, 12 February at 1-2pm in Bayes Cafe)

<https://www.eventbrite.co.uk/e/staff-pride-network-central-coffee-cake-tickets-61528580641>

- Staff Pride Network **Kings Buildings** Coffee & Cake (Wednesday, 19 February at 1:15-2pm in the Upstairs Café, 7<sup>th</sup> Floor)

<https://www.eventbrite.co.uk/e/staff-pride-network-kings-buildings-coffee-cake-tickets-61779344683>

- Staff Pride Network **Western General** Coffee & Cake (Wednesday, 26 February at 3-4pm in the Nucleus Café)

<https://www.eventbrite.co.uk/e/staff-pride-network-western-general-hospital-coffee-cake-tickets-62355589246>

We hope to see you there!

HUGE thanks to our event partners and the Events Organising Team of Tracy, Dax, Cara, Siobhan and Jonathan, without whom none of these events would have happened.

Jonathan and Katie

Jonathan MacBride (he/him) and Katie Nicoll Baines (she/her)

Co-Chairs of Staff Pride Network, for LGBT+ Colleagues and Allies

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# **[POSTPONED] We Are Human: Personal Stories of LGBTQ+ Identities and Intersection**

THIS EVENT HAS BEEN POSTPONED DUE TO UCU STRIKES. A DATE LATER IN THE YEAR WILL BE DETERMINED.

The Staff Pride Network is excited to announce a new LGBTQ+ conference which will take place on **Friday 21st February 2020** (during Flexible Learning Week) called 'We Are Human: Personal Stories of LGBTQ+ Identities and Intersection'.

We Are Human Conference – Friday 21st Feb 2020 MyEd booking link

Presentations will be personal in nature from those with lived experience and panels will discuss the important topics of our time:

▪ Hassan Marah MSc Criminal Justice & Sharon Boateng

Criminal Investigation Officer with the Fraud Investigation Service

“Micro Incivilities – The Paper Cut Effect”