

PRI LGBTQ+ NETWORK TERMS OF REFERENCE

January 2022

INTRODUCTION

The PRI LGBTQ+ Network is a forum for all LGBTQ+ employees. The network is social, educational, and supportive, and active participation is encouraged.

Contact: lgbtqplus@unpri.org

TERMS OF REFERENCE

PURPOSE & AIMS

- To provide confidential peer-to-peer support and a safe space for our LGBTQ+ staff members.
- To provide support to non-LGBTQ+ staff members in matters relating to LGBTQ+ partners, children, etc.
- To raise accountability of the PRI to address LGBTQ+ issues as an employer of a global workforce.
- To educate and raise awareness of LGBTQ+ issues.

PRINCIPLES

- Respect for the privacy of members and potential members.
- The belief that all identities are valid (no one is 'not queer or trans enough') and respect for pronouns.

- Zero tolerance of discrimination or bullying & harassment.
- Recognition of the intersectionality of discrimination and people's multiple identities.
- Commitment to active disruption and change making at the PRI.
- Commitment to mutual support of members and of our allies
- Respect for member's workloads and mental health.

OBJECTIVES

- To provide a forum for networking and knowledge sharing.
- To provide mutual support between members.
- To provide or facilitate education on LGBTQ+ topics.
- To create a space where LGBTQ+ people at different levels of the company can come together to share experiences and advise each other.
- To provide regular feedback on HR policies and suggest improvements, ideally by engaging employees and underrepresented communities.
- To utilise the energy of allies who wish to change the workplace culture for the better.
- To engage senior leaders and ensure their buy-in remains consistent and reliable.
- To provide regular comms to the wider organisation on LGBTQ+ awareness dates.

MEMBERSHIP

The network welcomes any colleague who identifies as LGBTQ+. We are discreet and will not make membership public unless express permission is granted. All meetings and the Teams channel are private.

The network has a revolving chair which changes from month to month.

Alexander Scott is our senior sponsor. He liaises with the network on issues the LT discuss that should have network input and represents the network in LT and other forums. He also regularly posts on Pulse on behalf of the network.

MEETING DETAILS

Meetings take place virtually, via Microsoft Teams. The chair (this rotates monthly) of the group takes minutes of the meetings, including action points, and then distributes these via the private Microsoft Teams group. This group is also used to share thoughts/ideas/articles between meetings.

All members are encouraged to actively participate in meetings, and as a minimum have cameras on (having cameras off could make others feel uncomfortable to share experiences).