Please see below a list of suggestions/ideas that was developed by supporters at the launch event in May 2019. (Some items have been removed because of duplication)

**Be visible**

- Email sign off pronouns
- Look at the curriculum and celebrate LGBT+ achievements
- Posters in staff areas
- Add line to email signature to say you’re part of the network
- Flagpole
- Put up LGBT+ flags in social areas
- More rainbow lanyards (Can be collected at Royal Fort Security)
- Add LGBT+ supporters programme in new staff induction to promote it
- Tell others about our experiences as supporters at Pride and LGBT+ training
- Sharing info and ideas to teams/colleagues
- Actively promote Pride to students and staff
- Consider rainbow design in other print jobs
- Department/school social media
- Basket offerings tickers/lanyards
- Consider signage for toilets etc
- Showing solidarity
- Showing up, being a body in the room e.g. go to LGBT+ art show…
- Visibly moving yourself from phobic associations
- Small Desk Flags (like ERP flags)
- Items on Notice Boards/kitchens
- Promote Networks to staff
- Academia – Diversity in theories/writing referring to LGBT+ and BAME

**An Advocate**

- Listen to students and staff
- Do more for LGBT+ students going into workplaces
- Share LGBT+ events and training with teams
- Add Mx Titles (Gender Neutral titles instead of Mr/Miss/Mrs)
- Look into even needing titles on forms (is it mandatory on SITS?)
- Share ideas with other supports on the Yammer Group
- Add Supporters information to Staff Inductions
- Ask questions when new things are created (ed forms) – is it inclusive? E.g. Mx Title, gender etc.
- Consider the needs of LGBT staff and students by asking their opinion
- LGBT+ supporters visibility at Welcome Week parties
- Standing EDI item in newsletter
- EDI Committees to review induction for students & staff
- Talk to people: Generational, cultural and encourage inclusion
• Be proud of what LGBT+ represents as an institution
• Encourage stakeholders to get included in LGBT+ inclusion

Be challenging

• Don’t assume
• Defuse the situation – speak to the person who is being targeted
• Use of gender-neutral language – raising awareness of this
• Setting explicit standards of what is acceptable and unacceptable for new staff and students
• Refer to University standards/expectations on inclusivity
• Training/information from the perspective of impact on individuals – not just being ‘PC’, it’s about how people feel
• Even if the comment isn’t directed to someone – challenge homophobic views
• Be curious where a negative comment came from – conversation first before escalation
• ‘Why do you think that?’ Educate people from their current perspective and past experience
• Use questions to challenge ‘Did you know this an inclusive employer?’, ‘Did you know that it’s against the law?’, ‘Did you know not everyone thinks that?’
• Develop a suggestion box in staff/student areas for feedback
• Correct incorrect use of pronouns
• Something isn’t a little bit homophobic – it is!
• Challenging doesn’t have to be aggressive
• Intervening in a situation behind closed doors eg. In a women’s toilet – standing up for someone
• When challenging colleagues who use/express offensive comments/language – invite them to educate and learn

Be Informed

• Equality, Diversity and Inclusion Events
• Have conversations
• Promote/organise unconscious bias workshops/training
• Watch Ted X Talks during lunch breaks
• Read the Stonewall Reports (link)
• Investigate the statistics and research of Stonewall reports
• Creating safe spaces for discussion
• Hosting LGBT+ for internal and public audiences
• Raising awareness (via local news bulletin)
• Leadership to set the culture and enable inclusivity
• Online resources
• Where is the best practice? (i.e. flag pole in chemistry)
• More inclusive language e.g. ‘folks instead of ladies and gentlemen’
• Incorporate glossary into Brand Guidelines
• Find ways to share lived experiences
• Don’t be afraid of asking questions
• LGBT+ pages linked from school websites
  • LGBT+ Student network
  • Trans Student network
  • LGBT+ Society
  • LGBT+ Staff Network