

[CLOSED - CONDUCTED SUMMER 2013] Staff LGBT Network Survey

York St John University is committed to embracing difference, challenging prejudice and promoting justice. It aims to be inclusive and accessible and be a good employer that values, develops and engages its employees. As part of this commitment, the University will this year be joining the Stonewall Workplace Equality Index (goo.gl/Hjq1M) and has an ambition to get into the top 100 employers by 2015.

In the most recent staff profile, 31% chose not to disclose their sexual orientation and only 4.6% of staff identified as lesbian, gay, bisexual or 'other'. To help us create a fully inclusive environment in which employees feel appropriately supported in the workplace, we are looking to set up a staff LGBT (lesbian, gay, bisexual and trans) network. Staff LGBT networks at other universities provide peer support for LGBT staff, increase awareness of LGBT issues and contribute to the diversity agenda.

We want to know the level of interest and demand for a staff LGBT network at York St John and identify key areas for such a network to focus on. Such a network could be open to all staff who are committed to promoting equality and diversity for the LGBT community, regardless of sexuality or gender identity.

Please help us by completing this survey. It should take no more than 5 minutes. The last day is Wednesday 10th July.

If you have any queries, please contact Andy Law on a.law@yorks.j.ac.uk or Marije Davidson on m.davidson@yorks.j.ac.uk.

***Required**

1. Do you feel it would be useful if York St John had a staff LGBT network? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Don't know

2. **Please rate the following on how important you feel it would be for such a network to focus on. ***

Mark only one oval per row.

	Unimportant	Neither important nor unimportant	Important	Very important
Provide information and support to staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Co-ordinate/arrange events to raise awareness and celebrate diversity (or help to do so).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide a regular forum to discuss diversity issues at work (or relating to study).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide a safe environment in which to raise issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide networking opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organise social events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide informal buddying and mentoring initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide links with and promote the activities of external LGBT communities, groups and organisations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contribute to policy development and implementation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide input into university projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contribute to staff development activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. **Please note anything else that you feel such a network should focus on.**

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4. **Do you feel you would personally get involved with such a network or benefit from one being set up? ***

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Don't know

5. **If you think there should be a network for any of the following groups, please tick the appropriate box.**

Tick all that apply.

☐ Disability

☐ BME (Ethnicity)

☐ Other:

Please note that the following will remain anonymous. You are not required to provide a response, but it is helpful to provide as much information as possible so we can gauge the diversity of the respondents and the desire for a network.

6. **Name**

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7. **Gender**

Mark only one oval.

☐ Female

☐ Male

☐ Prefer not to say

☐ Other:

8. **Sexuality**

Mark only one oval.

☐ Bisexual

☐ Heterosexual

☐ Homosexual

☐ Prefer not to say

☐ Other:

9. Gender Identity

Transgender is the state of one's gender identity (self-identification as woman, man, neither or both) not matching one's assigned sex (identification by others as male, female or intersex based on physical/genetic sex). Cisgender is the opposite, where an individual's self-perception of their gender matches the sex they were assigned at birth.

Mark only one oval.

- ☐ Cisgender Female
- ☐ Transgender Female to Male
- ☐ Cisgender Male
- ☐ Transgender Male to Female
- ☐ Prefer not to say
- ☐ Other:

10. Tick all that apply.

- ☐ Keep me informed about the development of a staff LGBT network.
- ☐ I am happy to be contacted with further questions about the development of a staff LGBT network.
- ☐ I'd like to help in the development of a staff LGBT network.