Equity Office – Te Ara Tautika

LGBTI student and staff network meeting

Wednesday 09 March, 2016, 2-3.30pm (260-310, Decima Glenn Room, Owen G Glenn Building)

The LGBTI Student & Staff Network provides:

- Opportunities to meet
- Information about services, news and events
- A voice for LGBTI students and staff
- A central record of LGBTI issues and activities across the University

The University of Auckland’s [Equity Policy](#) includes Lesbian, Gay, Bisexual, Transgender and Intersex Students and Staff (LGBTI) as an equity group. This forms part of the University’s commitment to supporting all those who have the potential to succeed at New Zealand’s leading university.

The University offers a range of initiatives aimed at providing support for LGBTI students and staff, and is committed to providing an inclusive study and work environment that removes unnecessary, unlawful and unfair barriers.

The University of Auckland Student and Staff LGBTI Network aims to support the development of policies and strategies to ensure that the University of Auckland provides a safe and inclusive environment for LGBTI students and staff. A foundational principle has been the strong collaboration between the Equity Office and AUSA. Network meetings provide an organisation-wide opportunity to meet other LGBTI students and staff, exchange ideas and information, and to identify opportunities for collaboration. The Network is supported by the Equity Office and has an organisational monitoring and coordination role. However, it has limited resourcing its effectiveness is contingent upon the support of the active engagement of individuals and faculties and, particularly, through collaboration with faculty-based Rainbow/LGBTI individuals and groups. Faculties are expected to drive LGBTI initiatives in ways best suited to their own students.
and staff. The Network meeting is an opportunity to share or discuss these initiatives.

The University has designed an LGBTI students and staff network sticker (as above), to emphasise its commitment to a safe and inclusive teaching and learning environment.

If you would like to join the University of Auckland LGBTI Student and Staff Network or request a sticker please email Terry O’Neill (t.oneill@auckland.ac.nz) or phone ext 88211.

The Equity Office made an LGBTI Facebook post on 3 March 2015.
Rainbow Groups in the Faculties

UPDATES were provided at the 09 March 2016 Network meeting by faculty Rainbow Groups representative. To join a faculty Rainbow Group see the contact list below.

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<tr>
<th>Faculty</th>
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FACULTY-BASED RAINBOW/LGBTI GROUPS

There are long-established and very effective Rainbow Groups operating within the Arts (noting, for instance, yesterday’s Faculty of Arts annual Queer Quad event) and Education faculties.

At the 03 April LGBTI Network meeting Shan Gunaratna and Daniel from FMHS told Network members of their intention to start a group at the university aiming to educate medical students about LGBTI issues relating to health care and improving competency with working with patients.
On 4 August, Justice Michael Kirby, the longest serving and first openly gay judge on the High Court of Australia, and a champion for gay rights, launched the Simpson Grierson and Auckland Law School LGBTI Network.

At the 03 June 2015 Network meeting there was a discussion about how to avoid replication of activities and advocacy between the UoA LGBTI Network and faculty-based Rainbow Groups. Noting also that the Equity Office is available to advise and support faculty-based RGs regarding LGBTI comms strategies. Faculty Rainbow Group updates are an agenda item at the Network meetings. At the 16 September 2015 meeting it was noted that:
- Rainbow Engineering was launched on 22 July 2015; and
- The inaugural Faculty of Business Staff Student Rainbow Group meeting will be held on Thursday 17 September 2015

UNIVERSITY LGBTI NETWORK UPDATES, ISSUES, EVENTS AND DISCUSSION

ADVOCACY

Supporting and empowering individuals, and achieving the explicit support of senior role-holders (for instance, the VC’s earlier public support of the LGBTI Network)

AGED CARE

The first generation of openly out and proud gay and lesbian people are reaching retirement age and a new "silver rainbow kit" has been put together to prepare carers. The kit details best practice for aged residential care in New Zealand and the wider community, Dr Michal Boyd says. The senior nursing lecturer and practitioner at the University of Auckland says research into lesbian, gay, bisexual and transgender (LGBT) elderly began three years ago. The researchers were approached by The Rule Foundation which focuses on the gay and lesbian communities' wellbeing. Boyd says that through conducting interviews, researchers found many aged care staff did not realise their clients may have been part of the LGBT community. These staff say they treat LGBT elderly no differently to others but Boyd says that does not honour their culture. Many carers were more open towards LGBT elderly, depending on their personal experiences, she says. Older gay and lesbian people are "very much in the closet" because homosexuality was illegal when they were growing up. Researchers found the elderly had no reason to come out later in life, Boyd says. Nursing academic Dr Garry Bellamy carried out early research and found dealing with the attitudes of other residents was the main concern. The Silver Rainbow Kit was created by the researchers with videos and tools to help staff better understand LGBT culture. Boyd says carers need to be prepared because the first openly out and proud generation of LGBT people are now reaching retirement age. Australian and United States centres have also shown interest in using the resource. Go to [facebook.com/SilverRainbowNewZealand](http://facebook.com/SilverRainbowNewZealand) to download the kit free.
Historic first meeting of the Rainbow Communities Advisory Panel

The Rainbow Communities Advisory Panel held its first administrative meeting today, setting the stage for how Auckland’s Gay, Lesbian, Bisexual, Transgender, Intersex (GLBTI) and Takatāpui communities, or Rainbow communities, will provide strategic advice to council on issues of importance to them.

Auckland Mayor Len Brown first proposed the establishment of a Rainbow panel at the 2014 Big Gay Out and attended the induction meeting today.

“This is an historic and very significant moment for our rainbow communities and Auckland as a whole. Over the course of your term you will experience a diverse range of views from all sides. Your challenge is to lead well and to lead with pace. You have our very best wishes,” says Len Brown.

Deputy Mayor Penny Hulse was also in attendance and noted the important role the panel will play in the council’s commitment to diversity.

“The Rainbow Communities Advisory Panel is all about this council walking the talk around inclusivity. This is about taking your issues considerately and respectfully through the council process. We cannot do these things without acknowledging the full diversity of our communities, so I am thrilled our rainbow communities our sitting around the table adding their voice,” says Penny Hulse.

Jordan Harris, interim co-chair for the Rainbow Communities Advisory Panel noted the aroha and passion among members and the sense that there was much the panel can achieve to address the interests and needs of the GLBTI and Takatāpui communities.

“Today we gathered for the first time as a united group and welcomed the leadership that our members bring to enhance the wellbeing of our communities,” he said.

“The overwhelming sentiment shared by all members today was the need to give our communities’ voice. Our task now is to take what we know about our unique communities, their needs and wishes, and create an achievable work plan that will elicit results.”

The inaugural members of the Rainbow Communities Advisory Panel are:

Jordon Harris (Interim Co-Chair); Julie Radford-Poupard (Interim Co-Chair); Aram Wu; Audrey Hutcheson; Bruce Kilmister; Diana Rands; Duncan Matthews; Julie Watson; Lexie Matheson; Mark Fisher; Merv Taueki-Ransom; Moira Clunie
The next meeting of the Rainbow Communities Advisory Panel in October will also be a closed administrative meeting to focus on draft work planning. The third meeting in November, date to be announced, will be open to the public. Thereafter the panel will hold open meetings every 6 weeks. The Rainbow Communities Advisory Panel annual work plan will be presented to the Regional Strategy and Policy Committee meeting on 4 December 2015.

**AUSA QUEER RIGHTS OFFICER**

Kate Worboys provided an overview of her role as AUSA QRO 09 March 2016 Network meeting. Kate noted that Queerspace continues to be popular and is well used by a high number of students. Kate also invited Network members to use Queerspace to hold or promote LGBTI events or issues.

**BINARY IDENTIFICATION/THIRD GENDER ON UOA FORMS**

A long-standing issue re expanding the current binary (male/female) identities on UoA forms so that individuals may identify and be recognised within the University community as a gender other than the sex they were assigned at birth. An issue particularly relevant to Transgender students and staff and to people who are intersex and do not identify as either male or female. Amendment of forms to allow X or M or F. This issue actively supported and progressed by the PVC (Equity) and by Carol Cameron (Faculty of Arts Rainbow Group)

The University, through the Planning Office, is currently participating in a sector consultation re a non-binary gender provision: issue driven in large part by the MoE’s current reporting requirements. UoA has supported an expansion of the current binary (terminology tbd). In the meantime, where possible, non-binary provisions are being made (e.g. SDS)

**CAMPUS SAFETY**

The Equity Office would like to identify and discuss any issues or concerns that LGBTI students and staff may have. These matters can be either raised in the Network meeting for general discussion or taken up later with either Terry O’Neill (t.oneill@auckland.ac.nz) or Tessa Naden (qro@ausa.org.nz)

**CURRICULUM AND LGBTI/QUEER ISSUES AND CONTENT**

An LGBTI Network aspiration: to compile a schedule of LGBTI/Queer relevant teaching and research. [Faculty of Arts Rainbow Group: 26 March] Will explore the possibility of applying for summer scholarship funding to progress this work stream.

[Peter Saxton: 27 March] (There is a) paucity of courses offered on sexual health / sexuality at AU. I do believe other institutions are getting the jump on AU in this area (or I’m not aware of our courses!), and it’s important that we keep raising our profile.
DOMESTIC VIOLENCE POLICY AND GUIDELINES

At the 16 September 2015 Network meeting Cathie Walsh (Staff Equity Manager, Equity Office) noted that the University of Auckland Domestic Violence Policy and Guidelines were recently approved by the VC and will come into effect on 25 November. Cathie noted that the definition ‘domestic violence’ also includes those living together, including in flating or other accommodation arrangements. She also noted that research indicates that although the incidence of domestic violence among same-sex partners is the same as the incidence among heterosexual couples, same-sex domestic violence is notably under-reported.

EMPLOYMENT

LGBTI on CV’s?
American research, including that overall, “LGBT applicants were 23 percent less likely to get an interview than their less-qualified heterosexual counterparts”
http://www.advocate.com/employment-discrimination/2014/07/05/study-lgbt-info-resume-means-fewer-responses

At the 09 March 2016 Network meeting Jonathon Culley (Career Development Consultant, Career Development and Employment Services, the University of Auckland) described the ways in which DSES is developing ways in which to specifically support and advise LGBTI students. Jonathon outlined plans to date and invited comments and advice from Network members. He also notified the Network of the 11 May event, with the Faculty of Business but available to all students, aimed at bringing potential employers together with LGBTI students for a 5-5pm event.

EQUASIAN

EquAsian is a group for Asian LGBTI – a group often ‘marginalised within The marginalised – which meets at 7pm on the 3rd Saturday of each month at the Rainbow Youth Offices in Karangahape Road. Check the EquAsian Facebook page.

EQUITY MODULE

The development of an Equity module, incorporating LGBTI issues, and awareness

EQUITY OFFICE LGBTI WEB PAGE

www.equity.auckland.ac.nz/lgbti
If you want to publish material or events listings on the LGBTI web page please contact equity@auckland.ac.nz.

Faculties are encouraged to establish website links to the Equity Office LGBTI web page.

At the 16 September 2015 Network meeting Terry reported that:
- The UoA Prevention of Bullying, Harassment and Unlawful Discrimination Guidelines have been amended to include a new reference to people of diverse gender identities; and
- The University of Auckland Equity Policy now includes a new reference to gender identity

**E-SIGNATURE**

Central Marketing have redesigned the LGBTI sticker to be an e-signature, reflecting central’s further engagement with our work and also – presumably – that increasing numbers of people are including the sticker as an element of their professional signature.

**FACULTY EQUITY COMMITTEES/ EQUITY COIS**

Crucial re LGBTI representation, policy and programme implementation, and advocacy within and across faculties

**GABA**

On 29 October, 2014, Roger Hiscock, GABA Treasurer, addressed the Network meeting with the aim of fostering a relationship between GABA and the University. Roger described GABA activities and objectives, and distributed a document describing the GABA Charitable Trust activities. Terry O’Neill will be the UoA Network liaison with GABA.

**GAY MEN’S SEXUAL HEALTH (GMSH) RESEARCH GROUP**

At the 09 March 2016 Network Dr Peter Saxton spoke to Network members about:

**Sexual orientation, health research and equity**

Are sexual orientation minorities visible in New Zealand health statistics? Are their health needs being met? Which policy, research and legal levers could we use to improve health and wellbeing? This session explores these issues through the current work of the Gay Men’s Sexual Health research group at the School of Population Health. Topics include data collection (official statistics, NZ Health Survey, ESR), HIV behavioural surveys (condom use, HIV testing), HIV Treatment and pre-exposure prophylaxis (PrEP); Human papillomavirus (HPV), and disclosure of sexual orientation to health professionals (such as general practitioners and nurse practitioners). We’ll raise issues such as the roles of Pharmac, research funders and human rights principles as they apply to a range of current issues including HPV vaccination, Census and blood donation.

**Presenter:** Dr Peter Saxton is Director of the Gay Men’s Sexual Health research group and the current NZAF Fellow at the School of Population Health, Faculty of Medical and Health Sciences, University of Auckland.

**Date and time:** Tuesday 12 April 2016, 4.15pm, for a 4.30 start, tea, coffee and refreshments available

**Place:** Liggins seminar room 505-003,
GENDER IDENTITY CATEGORIES
At the 16 September 2015 Network meeting Terry reported that there is general University of Auckland support for the introduction of an X gender identity category once the Ministry of Education has revised its data collection methods to enable this change. Statistics New Zealand is also working on standard terminology for data collection. X is already used by some government agencies. E.g. for passports

HETEROSEXISM AND HOMOPHOBIA
Heterosexism and homophobia link from the University of British Columbia. [http://equity.ubc.ca/files/2010/06/equity_recognizing_h_and_h.pdf](http://equity.ubc.ca/files/2010/06/equity_recognizing_h_and_h.pdf)

HALLS OF RESIDENCE
Objective: provision of a safe and inclusive environment for LGBTI students

HIV TESTING ON CAMPUS
The Equity Office recently facilitated collaboration between the NZAF and UoA Health and Counselling to progress the delivery of on-site HIV testing

‘I’M NOT A JOKE/ NO SOY TU CHISTE’ CAMPAIGN
At the 03 June 2015 Network meeting Jhonny Gaglione presented the work of Venezueulen activist Daniel Arzola
[https://twitter.com/nosoytuchiste](https://twitter.com/nosoytuchiste).


INCLUSIVE LANGUAGE
The use of inclusive language in teaching, learning and work spaces: an ongoing issue

LGBTI ALUMNI
Terry recently met with the Diversity Director from George Washington University. GW actively engage with LGBTI alumni to secure funding streams and scholarships

LGBTI COLLATERAL (EQUITY OFFICE STICKERS AND FLIERS)
Strong uptake of the LGBTI collateral, increased visibility and positive feedback: recent Campus Life request for 400 LGBTI pamphlets and fliers: please take some fliers or stickers, or contact Terry O’Neill

As faculties develop their own LGBTI collateral please coordinate with UoA Central Marketing (Justin Marshall) to ensure that we maintain LGBTI ‘collateral consistency’ across the organisation and thereby maximise our ‘brand’ and impact effectiveness

At the 09 March 2016 Network meeting Terry noted that significant new collateral (LGBTI banners and tear drops) are finally available following on from the LGBTI Events WG across-University funding drive for the 2016 Big Gay Out and Pride Parade events. This collateral is available for use by faculties and service divisions for use at LGBTI events. Contact the Equity office Communications and Events Coordinator, Deborah Teh, on 021 1853083 or d.teh@auckland.ac.nz

LGBTI EVENTS AND KEY DATES

- INTERNATIONAL DAY AGAINST HOMOPHOBIA
  May 24, 2016
  LGBTI presence/ visibility/ resources

- BIG GAY OUT 2016 (SUNDAY 14 FEBRUARY)
  SEE below: *UoA engagement with major external LGBTI events*

- CLUBSPACE
  LGBTI presence/ visibility/ resources

- ORIENTATION/S
  - LGBTI information/ advice per the online Orientation modules
  - LGBTI presence/ visibility/ resources

- PINK SHIRT DAY
  There is an AUSA Pink Shirt Day (an annual global LGBTI anti-bullying strategy)

- PRIDE PARADE 2016 (SATURDAY 20 FEBRUARY)
  SEE below: *UoA engagement with major external LGBTI events*

- PRIDE WEEK 2016
Pride Week is the annual, international celebration held to promote and affirm equality, dignity and visibility for lesbian, gay, bisexual, transgender and intersex (LGBTI) people and issues.

➢ **TRANSGENDR DAY OF REMEMBERANCE**

November 20 (each year)

➢ **UNIVERSITY OF AUCKLAND EVENTS POLICY**

Carol Cameron has reported that there have been some recent changes in campus policy affecting events: event organisers need to be mindful of these changes. Ian Crowe is the contact person for this information.

➢ **UOA ENGAGEMENT WITH MAJOR EXTERNAL LGBTI EVENTS**

At the 16 September 2015 Network meeting it was agreed that the LGBTI Events Working Group would be established to guide/ manage planning the UoA presence at both the Big Gay Out and Pride Parade, and to coordinate planning between these events. Facilitated by the Equity Office, and coordinated by Terry, the WG (which included faculty representatives, AUSA, and service division representatives) successfully delivered a much-enhanced UoA presence at the 2016 Big Gay Out and a very successful inaugural UoA presence at the 2016 Pride Parade. Significant support from both Campus Life and Central Marketing, together with financial support from all faculties, ensured that for the first time both events were sufficiently resourced and the efforts of the WG have ensured that an effective and sustainable LGBTI events delivery model, and budget, in now in place for future years. Terry thanked all those who had worked to make such a very significant and positive change to the UoA profile, and reputation, regarding external LGBTI events.

**LGBTI SCHOLARSHIPS**

Possible: LGBTI staff contributions towards a small scholarship for a LGBTI UG student re, for instance, Queer Studies.

The Equity Office will also monitor/ benchmark other NZ tertiaries and possibly Go8 units to establish what is in place at comparator institutions.

**LGBTI THOUGHT AND CULTURE**

The UoA Library has previously trialled (current status unknown) a *LGBTI Thought and Culture Collection* [Refer: Sarah Etheridge]

**LGBTI VIDEO**
The Equity Office is planning to produce a brief LGBTI video to further support communications around a safe and inclusive environment

**LGBTI YAMMER GROUP**

April 2015: currently under revision.
An LGBTI Yammer group has been set up (with thanks to John Egan): beginning to provide a platform for discussion and information exchange
Join this group! Details on the Equity Office LGBTI web page

**MINISTRY OF YOUTH DEVELOPMENT (MYD) FUNDING**

MYD has assigned $60,000 of funding for queers and trans issues around the country. Organisations, groups or individuals working with queer of trans young people can apply for grants up to $5,000 to fund anything from events to salaries.

**PACIFIC LGBTI**

[Rainbow Arts: 15 May, 2014]
Sereana Naepi attended to report that AUPISA had recently run an event to raise LGBTI awareness and acceptance. She noted that Pacific communities ‘didn’t have the best reputation’ in this area and AUPISA had deliberately approached the issues obliquely but had been astonished by the very positive engagement by Pacific students, and the high level of subsequent – and positive - twitter and other discussion and feedback. Sereana described it as something of a ‘breakthrough’ Pacific event re LGBTI.

Terry O’Neill was one of several presenters at the 2015 AUPISA LGBTI forum.

**PATHS TOGETHER**

‘A sexual well-being advocacy network upholding the human rights of adults with disabilities and their families to gain access to sex education, relationship and dating information. The network recognises diversity and sexual orientation and will respect the rights of LGBTI people’
Contact person: Tom McAlpine  tom.mcalpine@hotmail.com

**PASIFIKA AND MĀORI LGBTI SELF-HARM**

‘The chief executive of Le Va, Monique Faleafa, says there is a particularly high prevalence of suicide attempts in the Rainbow Pasifiika community. She says Le Va has launched a national suicide prevention programme for Pasifiika and Māori in collaboration with a Māori health organisation’

**POLICIES**

UoA Policies and Practices, and relevant human rights/anti-discrimination legislation
Good LGBTI work coming out of University Western Australia. REFER UWA Diverse Sexualities and Genders Policy

QUEER MENTORING
Faculty of Arts

QUEER QUESTIONS
Faculty of Arts
A successful initiative originating in the FaArts FYE Queer Mentoring group. Faculty of Arts plans to continue the programme in 2014 and grow the number of participants

QUEERSPACE
Queerspace provides a space for students who identify as queer or is questioning. Queerspace is equipped with spaces for students to relax or to study, and also has its own kitchen facilities. Queerspace is located above the Quad near the entrance to Shadows. AUSA’s Queer Rights Officer has their office in Queerspace, and is always available to talk about queer issues on campus.

Email: Tessa Naden, Queer Rights Officer gro@ausa.org.nz
Location: Level 3 of the Student Union building, with an entrance above the quad along from Shadows.

At the 03 June 2015 meeting Tessa reported that Queerspace has between 70 and 80 regular users. During her term as AUSA Queer Rights Officer Tessa has made several improvements to this facility, and these enhancements are reflected in the positive usage figures.

RECRUITMENT
Equity Office advisers work in the schools recruitment and education expo spaces across the country: the LGBTI Staff and Student Network is actively referenced, and UoA ALGBTI collateral distributed.

RESEARCH
Since the Network has been established there have been several requests for LGBTI or related research participants. The University of Auckland has also had good coverage for research activities such as the School of Nursing’s role in the production of a resource kit aimed at cultural safety for LGBTI people in aged care

Lesbian Research noting that a current deficit is that there is no national database

Summer Scholarships
The way SRS works is that an academic staff member submits a project proposal. When staff proposals close, the committee will select 35 (roughly) and
then post these online for students to apply for. The academic who has proposed the project will be the project supervisor, and applicants for that project are encouraged to speak with the supervisor (bringing their CV and transcript) before submitting their application. The supervisor will be asked by the committee to rank applicants in order of preference for their project; the committee will try to honour this choice. So: the first step is to identify an academic who wants to conduct some LGBTI research over summer.

**18 March 2015.** Further discussion at the Network meeting about the need to compile some form of record of current LGBTI-relevant curriculum and research offerings and outputs. FMHA and FacArts have progressed this discussion within their respective Rainbow Groups

**SIGNAGE**
The Equity Office is in discussion with Central Marketing re LGBTI stands/banners/artwork – and the funding of this collateral.

**STAFF TRAINING RE LGBTI AWARENESS/ ISSUES**
Noting that, optimally, UoA should include within POD staff training/development offerings
[Rainbow Arts: 15 May, 2014]
- Carol Cameron is working with POD to try to ensure (per trainer James Burford) that LGBTI training becomes a POD offering from 2015. I’ve asked Carol to keep me updated on this matter so that we/ Equity Office can also advocate for POD inclusion
- Equity Office/ Transoncampus collaborative briefings

**STANDARDS NEW ZEALAND NZS 8200 RAINBOW-INCLUSIVE WORKPLACES; A STANDARD FOR GENDER AND SEXUAL DIVERSITY IN EMPLOYMENT**

Terry O’Neill (as the University of Auckland representative) was a member of the Standards Committee which developed NZS 800, which is probably the first voluntary Standard of it’s type in the world. Draft copies of the Standard were circulated at the 18 March, 2015 meeting and at the 03 June 2015 meeting Terry explained that he would soon be meeting with the UoA HR Director, Andrew Phipps, to discuss the UoA’s position re the Standard.

[22 September, 2015 UPDATE, from Terry]
The University has agreed in principle to comply with the Voluntary Standard PUBLISHED BY Standards New Zealand. The Standard outlines the requirements for organisations to be an inclusive and safe workplace for people of diverse sexual orientation and gender identity. The University is largely compliant with the Standard. The Director, Human Resources and Director, Student Equity, are developing a programme to ensure full compliance with the Standard.

**STUDENT ACCOMMODATION**
The inclusion in student accommodation applications of, for instance: 'Would you be comfortable sharing accommodation with LGBTI?'

TERTIARY SECTOR 2015 QUEER HUI (FEBRUARY, 2015)
Attended by Terry (hosted by AUT)

TRANS STUDENTS AND STAFF

Trans on Campus
Trans on Campus is a support network, social group and advocacy group for gender diverse students and staff. A contact point for trans staff/students and provide an opportunity to engage with policy and strategy development. Trans on Campus will work in parallel with the UoA LGBTI Network and with faculty-based Rainbow groups. The Equity Office, via its LGBTI web page, will continue to support the Trans on Campus initiative including by providing some Comms capacity, and continuing to liaise with Trans students about appropriate support and information documents re Trans issues and optimal responses and support by students and staff. The Equity Office and Trans on Campus also collaborate to provide briefings to UoA staff.

Trans students and staff are encouraged to join Trans on Campus (Transoncampus@auckland.ac.nz).

Trans on Campus now has a public Facebook page in preparation for the upcoming Trans Awareness Week as well as to increase visibility for those who may need support.

https://www.facebook.com/pages/Trans-on-Campus/1651004918449654

Legal Name Change
The University of Auckland will cover the cost of legal name changes for trans students who meet eligibility criteria as assessed by the Equity Office. For further information, see:
University supports trans students’ legal name change
Guidelines for the University of Auckland support for trans students’ legal name change

Use of preferred names
Trans students’ experiences and University of Auckland research have identified that use of preferred rather than legal names is key to the provision of a safe and inclusive environment for trans students. Inappropriate use of legal names can lead to “outing” and associated negative consequences including to health, safety and wellbeing.

At the 03 June 2015 Terry O’Neill reported that the Equity Office, supported by the VC, has almost completed the technical background and advisory communications necessary to support a general communication about utilising the preferred name systems options.
Additional resources

- What do I do when I meet a trans person? Guidelines and FAQs (44.5 kB, PDF)
- Stuff NZ: Auckland University pays for transgender students' name changes
- Stuff NZ: Kiwi transgender child's inspiring video goes global
- Read about "Youth '12: Fact Sheet about Transgender Young People"

This fact sheet explores ways to improve the wellbeing of transgender youth in New Zealand has been developed at the University of Auckland. A study team from the University’s Adolescent Health Research Group, has put forward recommendations, together with young people, about the care transgender young people receive at the hands of their communities and schools. These are based on the results from the nationally representative New Zealand Adolescent Health Survey (Youth’12) of more than 8,500 young people. Researchers from the University of Auckland collaborated with members of Rainbow Youth’s peer support group for gender variant youth, ‘Star*’, to come up with the recommendations. About four out of every 100 students reported in the survey, that they were either transgender (1.2 percent) or that they were not sure of their gender (2.5 percent). The key findings of the study outlined in the fact sheet include statistics showing that 40 percent of transgender students had significant depressive symptoms and nearly half had self-harmed in the previous 12 months. “Other findings showed that almost one in five transgender students had experienced bullying at school on a weekly basis – this was nearly five times higher than the proportion of students who were non-transgender,” says Dr Terryann Clark (principal investigator for Youth’12). Despite the significant challenges faced by many transgender students, they contribute positively to society with nearly half working as volunteers in their communities.

- Human Rights Commission: Trans people - facts & information
- Human Rights Commission: Inquiry into Discrimination Experienced by Transgender People

Staff awareness-raising/ training

At the 22 September 2015 Network meeting Trans on Campus representatives reported plans to collaborate with RainbowYOUTH to co-run a trans awareness week leading up to Transgender Day of Remembrance in November. This would provide an important opportunity for University staff, particularly those staff and lecturers who are more likely to deal with LGBTIQ students and lecture content.

See: http://www.ry.org.nz/education/

Unisex toilet options available for gender diverse students and staff on campus

Unisex/non gender specific toilets available on campus 2014

Please note the information provided on the above PDF is current as of August 2014. This document will be updated as necessary. (85.0 kB, PDF)

At the 18 March 2016 Network meeting Terry noted that the Equity Office is funding a comprehensive audit of City Campus toilet/bathroom locations and
designations. This has been a complex task and when a revised and accurate schedule of locations is complete it will be published on the Equity Office website. Auditing work will be expanded to other campuses as resources allow.

**Campus map**
(148.3 kB, PDF)

At the 09 March 2016 Network meeting JJ Eldridge reported that Trans on Campus was progressively moving from an advocacy to a support role. There were, however, a couple of outstanding issues to resolve or clarify – including the provision of an up-to-date and accurate list of Unisex toilet options for gender diverse students and staff.

**UNCONSCIOUS BIAS**
Further exploration of the issue of unconscious bias against LGBTI is required

**UNIQ**

UniQ Auckland provides a friendly and safe environment for queer and questioning university students and their friends to socialise and meet like-minded people. We have a coffee group during the semester, and provide events and outings throughout the year.

Email: uniq.auckland@gmail.com
Website: [https://www.facebook.com/groups/8113234118/](https://www.facebook.com/groups/8113234118/)

**UOA EQUITY COMMITTEE**

An enhanced profile for LGBTI issues at the Equity Chairs Community of Interest and Equity Leadership Committee.

**VISIBILITY**

An aspiration of the Network is to increase the visibility of Queer staff, particularly senior academic and professional role-holders, and to profile these staff as potential LGBTI role models

**YOUTH ‘12**

Youth’12 was the first nationally representative health and wellbeing survey of adolescents that asked participants if they identified as transgender. At the 18 March 2015 meeting Dr Mathijs Lucassen (Research Fellow & Lecturer) provided a presentation summarising the research, and highlighting the fact sheet about transgender young people (that was developed together with young people from Rainbow YOUTH’s Star* group). CIRCULATED by the presenter: Copies of the Fact Sheet

At the June 2015 Network meetings Dr Mathijs Lucassen, *The TrACY Study Manager*, Department of Psychological Medicine, School of Medicine, FMHS
provided a presentation: *Youth '2000: What has changed and what has stayed the same for sexual minority high school students in New Zealand between 2001 and 2012?*

CIRCULATED by the presenter:

- **Youth 2000 Survey Series:** The Health and Wellbeing of New Zealand Secondary School Students in 2012. Young people Attracted to the Same Sex or Both Sexes
- **What has changed from 2001 to 2012 for sexual minority youth in New Zealand?** (Journal of Paediatrics and Child Health)