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***IFO LBGTQ+ Caucus***

***Forming an LGBTQ+ Caucus***

**Think about the reasons an LGBTQ+ group could benefit your campus**

* Be prepared to explain to your campus why it needs an LGBTQ+ advocacy group.
* Prepare yourself with data on how productivity rises when employees are able to be themselves at work, and how staff retention typically increases.
* Visibly embracing diversity will also help your caucus to attract talent, as some LGBTQ+ job seekers, and those from other minority groups, now actively seek out those organizations where they know they will be welcome.

**Plan how the group will run and who will run it**

Make sure other individuals are interested in working with you: the novelty of running a group largely by yourself is likely to quickly wear off! Think about establishing a leadership group

**Ensure member safety**

What is the climate for LGBTQ+ people on your campus? Think about how you might protect the members of the group from external hostility or abuse, and how you will communicate with members – whether via intranet or private email.

**Identify your group’s aims and objectives**

Identify the groups aims and objectives. Here are some ideas:

* Provide a safe space for LGBTQ+ staff to talk to one another about work or union issues
* Establish a mentoring program for faculty
* Advocate for LGBTQ+ faculty in interactions with administration or IFO leadership
* Offer educational or advocacy training opportunities
* Raise awareness and celebrate L, G, B and T events and initiatives.

**Think about how you will monitor the progress of the group and collect feedback**

LGBTQ+ network groups tend to evolve as membership grows. Ensure that members – and those from the wider campus – can offer feedback on the group and help to shape its ongoing aims and objectives. Maintaining engagement is key to maintaining the group’s momentum. Make sure you consult frequently with caucus members.

**Secure support from FA leadership, administration and allies**

Not only is securing support from those higher up in your organization vital, but the role that LGBTQ+ allies can play in speaking out on behalf of your group is being seen as increasingly important. It also ensures that your group will be taken seriously and can act as a credible voice for its members.

# Adapted from https://www.gaystarnews.com/article/how-set-lgbt-employee-resource-group-or-network090415/#gs.nm0x6y4