

LSE staff networks objectives and activities

Equity, Diversity and Inclusion (EDI)

January 2019 (reporting on 2017–18)

LSE's volunteer staff networks set objectives and undertake a number of activities each year in support of the development of an inclusive LSE. Each network contributes to a report on staff network activities each year and their contribution to the School's work on EDI, which are available to read below.

EmbRace (Ethnic Minorities Broadening Racial Awareness and Cultural Exchange)

LSE's BME (Black and Minority Ethnic) staff network

Event themes

- Having reviewed our current events offering, EmbRace concluded that we should roll out an events programme focused on three key themes:
 1. Cultural exchange – These events raise awareness of and celebrate cultural diversity.
 2. Social – Aside from the cultural exchange piece, more needs to be done to foster relationships *with* our members and *between* our members. We shall therefore seek to create monthly informal events that allow our members to connect with one another.
 3. Learning and development – Additionally, as a staff network we endeavour to play a part in the career progression of BME staff and to ensure they have access to opportunities and skills development. We will therefore create an events programme that incorporates elements of learning and development across the year.

Ethnicity and pay

- We are currently reviewing policy and would like to lead a discussion on ethnicity and pay with the School.

Collaborating with other stakeholders

- Lastly, we would like to continue our relationship with the other staff networks and to undertake more collaborative work with them. We would also like to undertake further student engagement and find ways of working closely with the LSE Students' Union.

LSE Power

LSE's professional women's staff network

In 2017–18, LSE Power worked to assist women in the professional service (PS) staff through activities and events to engage our membership, lobbied the School to ensure PS staff gender equality is included as a priority in the School's future EDI Strategy, and ensured that the network has support from our new LSE Director, Minouche Shafik.

We continued to focus on the following specific areas of concern for PS gender equality within the School:

- **Talent management** – ensuring that there is better support for the professional development of talented staff of all genders across the School, and in particular tackling the current lack of female representation at PS grade bands 8 and above.
- **Parents and carers** – ensuring that there is consistent support and professional development for PS staff who have childcare and other caring responsibilities.
- **Recruitment process** – ensuring that the School recruitment process is improved to eradicate gender bias.

Through our annual LSE Power Conference, 120 women from across the School were able to learn more about stereotypes around female and male leadership styles, how to use our emotions as an asset at work, and how to say 'no' more in order to say 'yes' to the important things. We also heard how men can join the cause for gender equality. Finally, the new incoming LSE Deputy Chief Operating Officer Joanne Hay wrapped up the day and voiced her support for our network and women's career progression at LSE.

Additional events such as a keynote speech by Jenny Garret (Leadership Foundation) on 'Overcoming imposter syndrome' also helped our members with skills to push their career trajectory further. We hosted skill sessions, including an interactive CV workshop which provided an opportunity for members to review accomplishments in the work realm and learn tactics to present their strengths in the best light for future internal and external roles.

We also provided networking opportunities through events like our Christmas Breakfast and Power Up Tuesdays. The latter is a monthly accountability session where attendees can discuss their goals and seek advice for challenging issues.

LSE Power aimed to support working parents and carers into more senior roles within LSE through assisting HR in developing relevant policy for flexible working, parental and adoption leave and childcare support. We have assisted the new leadership team of the resurrected Parents' Network as they consulted across the School on the experience of parents and carers.

LSE Power also focused on ensuring that the recruitment process was free from gender bias. We lobbied and supported HR in the development of their new anonymised recruitment system as well as encouraging the addition of training for line managers to ensure equality and diversity needs are considered through recruitment processes.

Parents Network

LSE's staff network for parents and carers

The Parents Network was officially launched in February 2018 to enable like-minded parents (which includes anyone who is caring for a child – be it their own, adopted or fostered) to meet and exchange experiences, tips and just generally socialise.

The aims of the network are to:

- Launch a peer-to-peer mentoring scheme
- Host regular network meetings so members can meet in an informal environment
- Hold regular events with internal and external speakers on relevant topics
- Lobby HR and the School to make changes to policy so that staff feel able to fulfil their professional role to their best ability, at the same time as carrying out parental duties
- Feed in to training for managers to enable the School to effectively keep up with its EDI policy.

In its inaugural year, the Parents Network held its first network lunch in July, briefed HR on issues affecting working parents, and began discussions on the development of further training for managers at LSE on supporting working parents.

Spectrum

LSE's LGBT+ (Lesbian, Gay, Bisexual and Trans) staff network

Lobbying and representation

- We participated in the Catering user group forum to lobby for gender-neutral customer greetings, which was successful.
- We participated in the HR Staff Network consultation, providing input on training needs for new managers at the School.
- We have representation from the committee that sits on the School's Athena SWAN working group.
- We introduced a Trans Champion role to the committees, to improve trans representation within the network.
- We launched the LSE rainbow lanyard, to promote awareness around the School. So far we have handed out around 300 lanyards, and also had a group photo as part of Pride work to further disseminate information and visibility surrounding this.
- We flew the Pride flags at the School during LGBTHM (LGBT History Month) and Pride.

Culture and education

- We improved content in our LSE LGBT+ Role Models and Allies Directory based on advice from Stonewall, and chaired a working group for members in December which was attended by the Director of the School. Members formed two sub-groups also chaired by Spectrum: one to look at the role of allies and one to support the Stonewall WEI (Workplace Equality Index). Two Allies Champions also joined the committee.
- We held three joint events with our London network LUKI with LGBT+ staff networks at Imperial College, King's College and UCL.
- We held an LGBT+ public event "LGBT Rights: what next?" on sexual orientation and gender identity at LSE in November, a film night showing "Moonlight" for members in December, and 10th anniversary reception with speakers in May.
- We held a stall at every monthly induction for new starters (Flying Start), and spoke about the network at the "Learning at Work" week event for staff in June.
- We produced an LGBT+ book blog post with the LSE Review of Books
- We actively promote London-wide LGBT+ educational and cultural events in our monthly network that may be of interest to our network members.

Social networking and support

- We held our annual networking reception to mark the new academic year and a World Mental Health Day "Tea and Talk" lunchtime event in October.
- We jointly held three social events as part of the London network LUKI.
- We worked with partners including LSE Library and LSE Review of Books blog to deliver internal and external awareness-raising campaigns for LGBT History Month, Pride and IDAHOBIT (International Day Against Homophobia, Transphobia and Biphobia).
- We held a monthly meeting open to all staff and provided confidential support to staff using our email service.
- We used our newsletter and Twitter feed to share relevant blogs, articles, podcasts and local events from Spectrum, LSE and the broader London LGBT+ community.
- We provided support to two new staff networks at LSE, the new parents' network and the faith network.