

Spectrum Terms of Reference

Spectrum is the LGBT+ staff network at the London School of Economics and Political Science.

Website: lse.ac.uk/spectrum Twitter: [@LSESpectrum](https://twitter.com/LSESpectrum) Email: Spectrum@lse.ac.uk

1 Aims of the Network

Our aim is to support and represent lesbian, gay, bi, trans and other gender identities and sexual orientations at the School.

Lobbying and representation

To act as the officially recognised staff representative group for issues relating to LGBT+ equality in regard to School policy and formal consultations which the School may undertake.

Culture and education

To organise in-School cultural and educational activities that focus on LGBT+ issues, in particular in areas where the School has academic expertise, to promote greater awareness of debate on LGBT+ issues and the School's contribution to these areas. Events are open to all.

Social networking and support

To provide a social support network for LGBT+ staff at the School, to encourage staff to feel open and confident about their identity, and to demonstrate the School's commitment to diversity and equality of opportunity in the workplace.

2 Membership of the Network

Membership of the Network is open to anyone employed by LSE, including the Students' Union. Members can be LGBT+, supporters and allies.

3 Managing the Network

The Network is managed by a Committee of LGBT+ staff volunteers, which elects a Chair/Co-Chairs annually. Committee vacancies are open to the wider Network. Non-Committee members are welcome to get involved, e.g. by volunteering ideas or help with events.

4 Joining the Network

Email spectrum@lse.ac.uk and ask to join the mailing list. This mailing list and any correspondence to it are confidential. Individual email addresses will not be displayed in group communications.

5 Communications

Members receive a termly newsletter and ad-hoc communications by email. Twitter users may follow [@LSESpectrum](https://twitter.com/LSESpectrum). The [Spectrum website](http://lse.ac.uk/spectrum) is regularly updated

6 Events

All members are invited to attend a Michaelmas Term welcome reception and monthly meetings. Members will be invited to cross-London HE staff network events. Spectrum will commemorate important LGBT+ dates and anniversaries. Spectrum will also hold LGBT+ themed events that are open for anyone to attend. Events will be publicised by email, social media and on the [Spectrum website](http://lse.ac.uk/spectrum).