

Imperial 600 Strategy 2018–2021

About Imperial 600

Imperial 600 is a volunteer-led network at Imperial College London for employees, postgraduate students, visiting researchers and non-employees with an honorary title. The network is open to members of the LGBTQ+ community and its allies.

The group's name reflects the estimation that around 10% of the UK's population is LGBTQ+ – in 2006, when the network was founded, this equalled 600 of Imperial's 6,000 staff.

Imperial 600 receives support from senior management via its Executive sponsor, the College's Chief Financial Officer, Muir Sanderson.

The network is also represented within the College's Equality Diversity and Inclusion Forum, which works closely with the College's EDI Strategy group, to promote the integration of the values of equality, diversity and inclusion across Imperial.

As well as being an internal support network for staff, Imperial 600 also has a role to play in promoting Imperial as an inclusive university to an external audience by attending community events such as Pride in London.

About this strategy

Following a period of consultation with Imperial 600 members, this strategy is intended to guide the development of the network for three years from May 2018 to May 2021.

The success of this strategy rests upon the network as a whole so it is important that the network remains a vibrant, diverse and sustainable community.

What we want to do

Imperial 600 is a voice for change, working to improve the culture of the College for everyone by:

- promoting equality, diversity and inclusion across the College
- demonstrating that sexual orientation and gender identity are not barriers to success
- organising socials and other events to provide a forum for networking at all levels of the College
- reviewing College policies to ensure they don't adversely impact on LGBTQ+ staff, or the wider LGBTQ+ community at the College, and campaigning for change where required

What we stand for

The discrimination and harassment experienced by members of the LGBTQ+ community is often linked to traditional concepts of gender. **We work to change societal attitudes and institutional structures which maintain gender stereotypes and the gender binary. We support action to promote the advancement of women.**

Minority groups within the LGBTQ+ are disproportionately affected by discrimination and harassment. **We are allies for minority groups within our community and ensure their voices are heard. We promote LGBTQ+ causes.**

The impact of discrimination and harassment can be felt most keenly by LGBTQ+ people who are also members of other minorities. **We explore and identify intersectional issues. We champion the rights of other minority groups.**

What we want to achieve

1. Imperial 600 will promote equality, diversity and inclusion across the College

- 1.1. We will increase membership of the network by 200% by 2021 (as of April 2018, membership currently stands at around 130 members).
- 1.2. We will develop an allies programme of non-LGBTQ+ people who are committed to creating an inclusive environment within the College. We will recruit and train 100 allies over the course of three years.
- 1.3. We will provide reverse mentoring opportunities for senior staff. We will mentor at least 12 senior managers (level 6, professional, technical and operational services and above).

2. Imperial 600 will demonstrate that sexual orientation and gender identity are not barriers to success

- 2.1. We will work with the College to improve the collection and reporting of data related to protected characteristics as a means of identifying discrimination in the recruitment, promotion and retention of staff.
- 2.2. We will promote LGBTQ+ role models on the Imperial 600 website and in relevant marketing materials. We will create at least 6 profiles highlighting a range of LGBTQ+ identities.

3. Imperial 600 will organise socials and other events to provide a forum for networking at all levels of the College

- 3.1. We will work more closely with other staff networks within Imperial College London, ensuring there are at least three opportunities per year to socialise or network with other internal groups.
- 3.2. We will continue to provide opportunities to socialise and network with members of other higher education organisations through our involvement with the LUKI collective (comprising LSE, UCL, King's College London and Imperial) and the national Network of Networks. We will organise at least three events per year with other institutions in the sector.
- 3.3. We will continue to socialise with other organisations on Exhibition Road. We will organise at least two events per year with our neighbours at the Natural History Museum, Science Museum and V&A.

4. Imperial 600 will review College policies to ensure they don't adversely impact on LGBTQ+ staff, or the wider LGBTQ+ community at the College, and will campaign for change where required

- 4.1. We will ensure Imperial 600 has the chance to review new College policies to ensure they are LGBTQ+ inclusive
- 4.2. We will advocate on issues affecting LGBTQ+ staff and students in relevant College forums, including the Equality Diversity and Inclusion Forum
- 4.3. We will work with the College and Imperial College Union to develop a policy for transgender students to ensure they receive consistent and respectful support.
- 4.4. We will lobby the College to introduce compulsory, online equality, diversity and inclusion training for all staff.