

## **ESSEX LGBT Alliance Terms of Reference**

### **Aim**

The aim of the of the Essex LGBT Alliance (ELGBTA) is to promote equality and wellbeing, raise awareness of Lesbian, Gay, Bisexual and Trans (LGBT) issues and to share best practice in dealing with issues relating to sexual orientation and gender identity within the workplace. All staff within our organisations should be offered confidential support.

### **Objectives**

To raise issues relevant to LGBT people for comment, discussion, recommendation and to promote sexual orientation and gender identity equality.

To seek to involve all member institutions and the wider community in the promotion of equality, and the avoidance of discrimination at all levels.

### **Terms of reference**

- Issues to be discussed by ELGBTA will normally be related to LGBT.

### **Membership**

- ELGBTA will be open to any member of staff within any interested organisation and will have a 'no outing' policy. Efforts will be made to have a diverse as possible representation within the Alliance.

### **Operation and representation**

- The ELGBTA will have a Chair and rolling Secretary system.
- Any member of staff from the member institutions can raise issues to be discussed.
- The ELGBTA will meet three times a year with the agreement of members.
- The ELGBTA will be self-supporting.

The terms of reference will be reviewed annually by ELGBTA members.