action, noting that there is no information regarding who within the EDI team will keep the action plan going once the LEIG Manager's role comes to an end in November.

Discussion of how best to launch the action plan

The LEIG Manager explained that he would develop a communications strategy to launch the action plan to the wider university. LEIG members agreed this was a good idea given the sensitivities about UCL's approach to LGBTQ+ inclusion and EDI generally.

EDI Director and LEIG Manager assured the group that now EDIC, which was chaired by Provost, have endorsed the action plan, no further sign-off is needed, but the plan should be circulated to demonstrate LEIG's progress and priorities. Members said that it was important for the Provost to advocate for this plan publicly to demonstrate his support.

Chairs noted that in these communications, it's important to be honest about the reality for LGBTQ+ staff and students at UCL. This will avoid pinkwashing, demonstrate integrity, and ensure LEIG's work is celebrated authentically.

LGBTQ+ staff experience project

The lead researcher for the LESG/qUCL research piece mentioned that paper will highlight some negative and challenging experiences faced by LGBTQ+ staff. This will require sensitive communications, and LEIG members agreed that all should be prepared to offer wellbeing support to the lead researcher given the emotional labour involved in conducting and launching this research. LEIG Manager suggested that criticisms of this research could be mitigated by having a senior academic champion (or indeed several) to sponsor and celebrate this piece of research.

Priorities for the rest of LEIG's timespan

Other than the comms strategy, the LEIG Manager discussed three priority actions: auditing EDI webpages and guidance; training; and a self-audit process.

Regarding the webpage audit, the LEIG Manager may require some volunteers to support with suggesting new content.

Regarding training, LEIG Manager would ambitiously aim to create a first draft of an