

LGBT EQUALITY IN HIGHER EDUCATION

VICKY CONSTANCE - STONEWALL



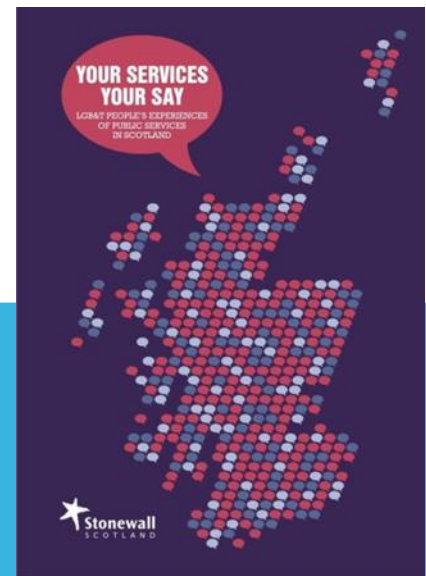
KEY THEMES: STUDENTS EXPERIENCE

- 66% of LGBT students are not out to their tutors or lecturers because they feared discrimination
- However of those that are out, 89% feel more comfortable speaking up in classes.
- 15 per cent of LGB and 35 per cent of trans students reported fearing losing financial support if they came out to their parents about their sexual orientation or trans status. Twice as likely to take on pay day loans
- When asked on a scale of 1-10 “I see trans experiences and history reflected in my curriculum,” the scores are 2.8 for LGB+ students and 2.5 for trans students.

NUS: Beyond the Straight and Narrow

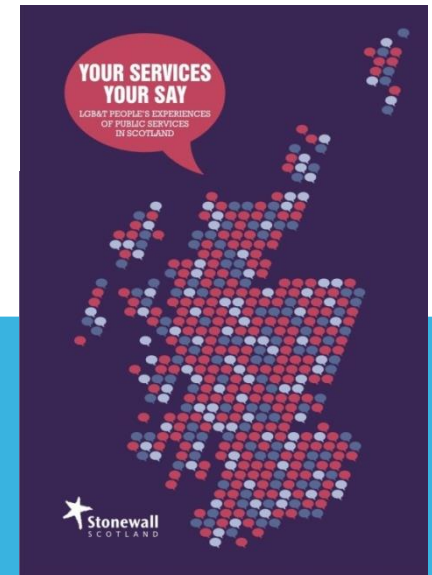
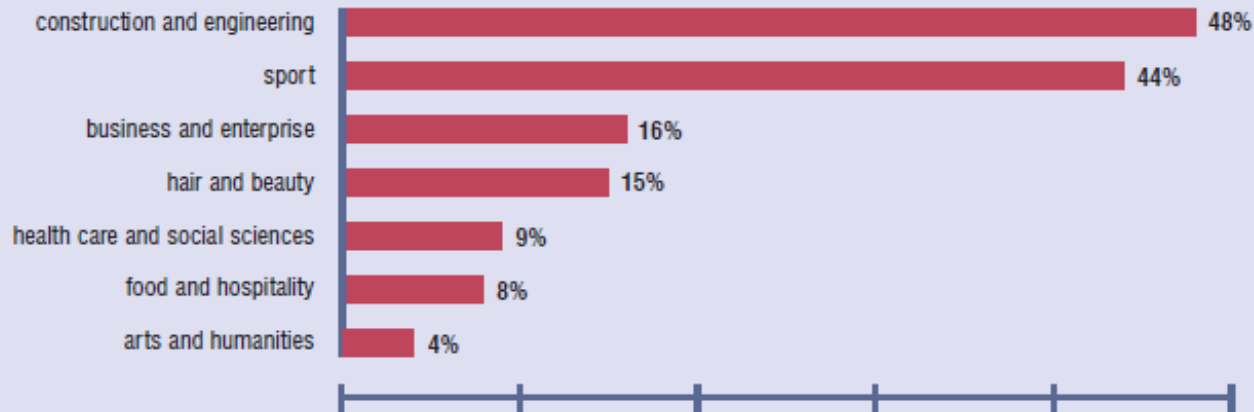


- Almost one in four LGBT people believe they would face discrimination from other students at college or university
- One in eight would expect discrimination from teaching staff
- Expectations vary by subject
- Expectations vary by gender



EXPECTATIONS BY SUBJECT AREA

LGBT people who would expect to be treated worse because of their sexual orientation or gender identity at college or university when studying...

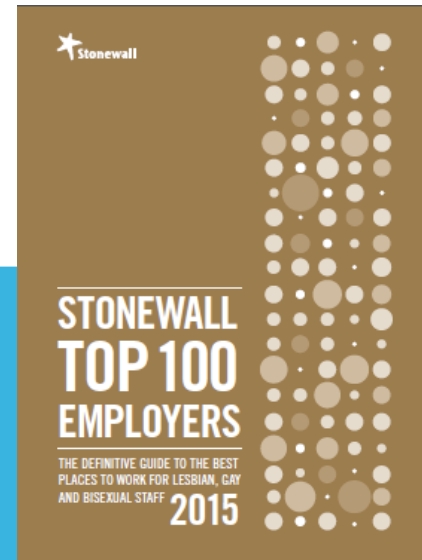
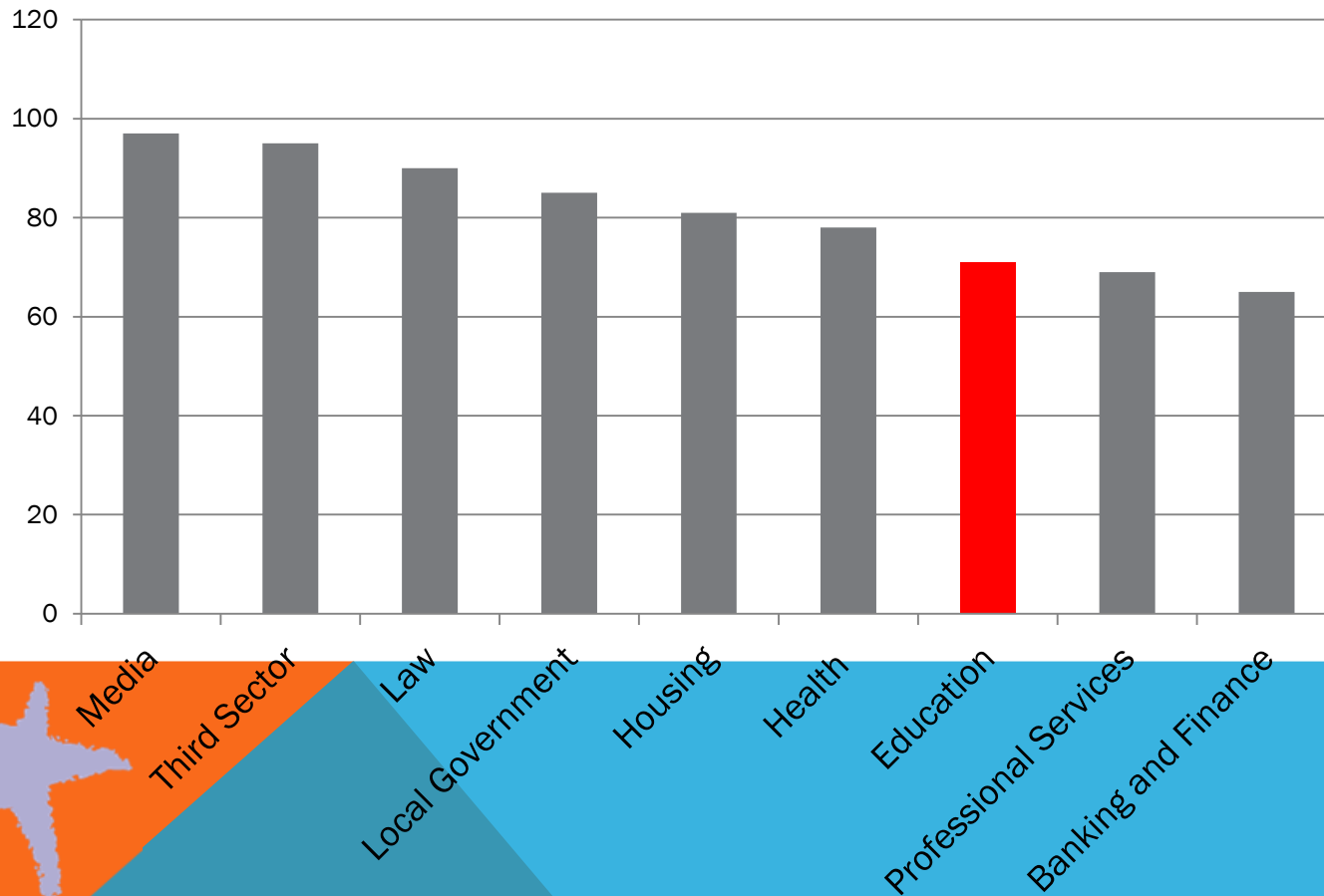


WHAT THE WORKPLACE EQUALITY INDEX IS:

- Part of a wider programme
- Confidential
- Diagnosis/gap analysis tool
- Action planning framework
- Good for wider diversity work
- Visible commitment to staff
- Provides a language to discuss LGB issues



STONEWALL WORKPLACE EQUALITY INDEX: SECTOR PERFORMANCE 2014



ENGAGEMENT WITHIN EDUCATION SECTOR

- **45** entries from Universities 2015
- **Over 160** submissions from HEIs since 2007 (Over 870 employers have participated in the Index since 2005)
- **No** HEI has ever featured in the Top 10
- **11** = Highest ever rank achieved by a university (Cambridge, 2012 and University of the West of England 2015)



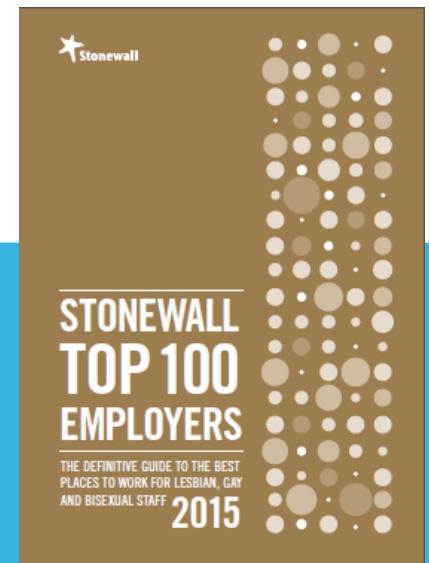
YEAR ON YEAR IMPROVEMENT

- HEI participation in the index has increased year on year:

2011	2012	2013	2014
27	34	39	42



- 9 HEI's made it into the Top 100 this year



KEY AREAS FOR IMPROVEMENT IN EDUCATION



Sector Average	8	6	9	7	4	6	8	4	14	2	3	71
Top 100 Average	10	12	16	17	8	11	15	9	24	4	6	134



STAFF SURVEY RESULTS

- Less likely to be out with colleagues
- Cant see visible support for LGBT equality from Senior Staff
- Fewer visible and open LGBT role models

Overall	Sector	
39	28	There are visible lesbian role models in my organisation
51	37	There are visible gay role models in my organisation
9	5	There are visible bisexual role models in my organisation



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