

ICL's relationship with Stonewall and ICU's role in protecting LGBTQIA+ students

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Seconded by:

Nathalie Podder	Deputy President – Welfare
Calyste Revel	ICU LGBTQIA+ Officer
Charlotte Hope	IQ (Imperial College LGBT+) – President
Amelia Sloan	IQ (Imperial College LGBT+) – Trans and Gender Variant Officer
Aparna Pillai	RCSU – President
Samuel Hammond	ICSMSU – President
Camellia Richards	ICSMSU – Welfare Chair
Emily Li	RSMU – VP Welfare
Trinity Stenhouse	RCSU – VP Operations; Physics Y2 Wellbeing Rep; Women in Physics committee member
Lottie Barot	ICU Mental Health Officer
Grace Fisher	ICU Working-Class Officer
Camilla Billari	ICU Environmental Officer
Charlotte Knight	IQ (Imperial College LGBT+) – Postgraduate Officer
Maya Pham	IQ (Imperial College LGBT+) – Sexuality Variant Officer
Maximilian Matthews	IQ (Imperial College LGBT+) – Events Officer
Yasmine Chan	IQ (Imperial College LGBT+) – Campaigns and Union Liaison Officer
Shapeetha Ariyaratnam	IQ (Imperial College LGBT+) – QPOC Officer and Publicity Officer
Anthea MacIntosh-LaRocque	Physics Wellbeing Dep Rep
Miko Oberhauser	Physics Society Vice President
Laura Hollister	Y1 Physics Wellbeing Rep
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Union notes:

1. Stonewall's Diversity and Equality Index "rates employers on their policies and diversity schemes". It is an industry standard in academia and virtually all other UK industries.
2. University College London (UCL) "has become the first university to formally cut ties to the LGBTQ+ charity Stonewall, saying its membership of Stonewall's programmes could inhibit academic freedom and discussion around sex and gender" (The Guardian, Dec 2021):
 - a. in spite of UCL's Inclusion, Equality and Diversity Committee having voted against formally cutting ties with Stonewall;
 - b. in spite of UCL's Student Union's position that "it is concerning to see that UCL does not appear to value the views of their own EDI committee on this issue" and that "conflating freedom of speech with the right to use discriminative language sets a dangerous precedent";
 - c. because of a letter from UCL's Academic Board, advising UCL to cut ties with Stonewall on the grounds that its diversity programmes "inhibit academic freedom";
 - d. after Sex Matters, a recently founded organisation that has been lobbying hundreds of organisations, including most UK Universities, to cut ties with Stonewall, petitioned UCL to do the same.

Union believes:

1. Transgender people's gender is what they say it is; LGBTQIA+ individuals deserve to be protected.
2. Instances of transphobia, homophobia and other LGBTQIA+ targeted hate within the Imperial community must be actively fought against by all ICL members, especially faculty and student leaders.
3. Fostering an environment in which transgender people are safeguarded and where it is deemed unacceptable to publicly express hate toward them or cast doubt over their identity does not constitute a loss of academic freedom.
4. Sex Matters lobbying public institutions to cut ties with Stonewall is incredibly dangerous to LGBTQIA+ individuals in the UK.
5. Reaffirming our commitment to Stonewall is paramount:
 - a. to ensure LGBTQIA+ students at Imperial feel safe within their learning environment;
 - b. to our ability to safeguard and represent all students as a Union, regardless of their background;
 - c. to the College's integrity in fulfilling its function as a public institution;
 - d. as a step to prevent LGBTQIA+ targeted hate within Imperial.

Union resolves:

1. To disapprove of UCL cutting ties with Stonewall; to stand with UCL's Student Union in condemning the position of UCL's Academic Board as dangerous to the welfare of the LGBTQIA+ and, more specifically, the transgender student community within UCL and the UK.
2. To reaffirm its commitment to Stonewall, being fully willing and prepared to lobby ICL against the decision of severing ties with Stonewall in any way, including, but not limited to, withdrawing from the Diversity Champions scheme like UCL did, in the event that this decision were ever considered by the College.
3. To continue lobbying ICL to increase collaboration with Stonewall, building on the College's success in being added to the 2022 Stonewall "Top 100 employers" list.
4. For the ICU DP Welfare (Nathalie Podder), ICU LGBTQIA+ Officer (Calyste Revel) and Stefano Fiocca (proposer) to collaborate in writing an ICU blog post to:
 - a. express support, and sympathy, toward ICL students who have experienced distress as a result of UCL's decision;
 - b. reaffirm the Union's commitment to LGBTQIA+ students at Imperial in taking action against transphobia, homophobia and other LGBTQIA+ targeted hate within the Imperial community;
 - c. summarise this paper's actions and explicitly condemn UCL's cutting ties with Stonewall;
 - d. reflect on the LGBTQIA+ community's history and the consequentially significant importance of keeping strong ties with Stonewall.
5. To:
 - a. hold members of ICL and UCL faculty accountable when they publicly share transphobic, homophobic or otherwise anti-LGBTQIA+ views;
 - b. publicly respond to these statements in a way that makes it clear that such behaviour will not be tolerated within the student community;
 - c. encourage ICL and the CUs to do the same.
6. For the LGBTQIA+ officer, Calyste Revel, to reach out to other leading SUs in London and the UK, to encourage them to do submit similar papers.