LGBTUA+ Supporters

Supporting LGBTUA+ equality at Warwick
The LGBTUA+ Supporter programme is to empower all members of the Warwick community to create an open and inclusive environment for all colleagues and students.

Supporters are not expected to be experts on sexuality and gender. They are simply committed to ongoing learning and examining their own biases. Supporters are a visible presence in support of the LGBTUA+ community on campus.

Any member of staff or student can sign up to be a Supporter.

The programme will allow LGBTUA+ supporters, regardless of sexuality and/or gender identity, to progress equality and promote a working and learning environment where individuals can be themselves and are supported and respected.

You can find more information at warwick.ac.uk/LGBTUASupporters
Christine Ennew
Provost

Why do you want to be an LGBTUA+ Supporter?
I want to ensure that Warwick can provide a welcoming and supportive environment for all of our students, our staff and the broader community. And I want this to be an environment in which we value individuals for what they bring, for what they do and what they offer; an environment in which we celebrate and value diversity in all of its forms.

What do you commit to do as an LGBTUA+ Supporter?
To support our community to create an environment in which everyone is valued for their worth and treated fairly, kindly and with respect. To be a role model and available to support my LGBTUA+ colleagues wherever and however I can.

Kulbir Shergill
Director of Social Inclusion

Why do you want to be an LGBTUA+ Supporter?
I believe that being an ally is a powerful way to support LGBTUA+ people. In my own life having allies who have supported me in actions against racism (I am of Indian origin) has given me first hand experience of the value and impact of such a role.

What do you commit to do as an LGBTUA+ Supporter?
I commit to challenging inappropriate language and behaviours and supporting the rights of LGBTUA+ people.
Sandra Beaufoy
Equality, Diversity & Inclusion

Why do you want to be an LGBTUA+ Supporter?
To support my LGBTUA+ colleagues and to foster an environment where everyone is treated fairly and without discrimination.

What do you commit to do as an LGBTUA+ Supporter?
I will work tirelessly to support the LGBTUA+ community, by challenging inappropriate behaviour, raising awareness and understanding to the wider University community of the challenges the LGBTUA+ community often experience. Our campus needs to be a place where people can be their true selves without fear of discriminating or disrespectful behaviour.

Claire Algar
Equality, Diversity & Inclusion
Awarded Stonewall West Midlands Ally of the Year 2018

Why do you want to be an LGBTUA+ Supporter?
Naively, I always thought that everyone believes in equality and that people are accepting of others regardless of their sexual orientation or gender identity, sadly I now know that this is not the case which is why I set up the Warwick Supporter Scheme in 2017. Everybody should be able to be there absolute self, and be treated with the dignity and respect that we all deserve.

What do you commit to do as an LGBTUA+ Supporter?
Continue to support the LGBTUA+ community by raising awareness, organising, supporting and attending events. Listening to the LGBTUA+ community and learning about the challenges they face on a daily basis. Sharing this learning to educate others and help create a safe, welcoming and respectful environment. I also commit to tackling homophobic/transphobic behaviour and language.
Clare Blackburn
Warwick Medical School

I believe that everyone should feel comfortable to self identify their gender and sexual and be treated equality and with respect and dignity. I am aware that this is not always the case. I would like to be an advocate for equality, respect and dignity for people who identify as LGBTUA+ and offer support to individuals who may need feel that they environment that they work and study in does not offer them this.

Why do you want to be an LGBTUA+ Supporter?

It is the right thing to do! I firmly believe that everyone has the right to be treated with respect and work in a supportive environment, which values them for what they do.

What do you commit to do as an LGBTUA+ Supporter?

I will work to: - challenge homophobic language and assumptions among colleagues and the students I teach - encourage my colleagues to review their teaching so that it is inclusive and free of bias towards LGBTUA+ people and issues - review my own language, practices and teaching so that I am not using inappropriate language or material - get to know my LGBTUA+ colleagues and students - learn more about LGBTUA+ issues and the challenges that people face - support LGBTUA+ colleagues and students to challenge bias and discrimination using the university's equality, diversity and inclusion policies.

Mark Potter
Warwick Retail

Why do you want to be an LGBTUA+ Supporter?

Challenge unacceptable behaviour, learn more and listen.

What do you commit to do as an LGBTUA+ Supporter?

I will work to: - challenge homophobic language and assumptions among colleagues and the students I teach - encourage my colleagues to review their teaching so that it is inclusive and free of bias towards LGBTUA+ people and issues - review my own language, practices and teaching so that I am not using inappropriate language or material - get to know my LGBTUA+ colleagues and students - learn more about LGBTUA+ issues and the challenges that people face - support LGBTUA+ colleagues and students to challenge bias and discrimination using the university's equality, diversity and inclusion policies.
Hannah Ayres
Department of Sociology

Why do you want to be an LGBTUA+ Supporter?
As well as being bisexual, I am a MPhil/PhD Sociology student conducting research into LGBTQ+ communities around Warwickshire. I am looking at how these communities use histories and what academics are doing for these communities. I also want to look at the way transitioning gender can affect identification with the past.

What do you commit to do as an LGBTUA+ Supporter?
Attending any events that might expand my knowledge of the LGBTQ+ community and challenging any inappropriate behaviours I might come across. Also, I wish to continue to be an open and accepting person for people to talk to.

William Bate
Physics

Why do you want to be an LGBTUA+ Supporter?
As I want to support the normalisation of equality within our community, helping to contribute towards a modern and open working/learning environment within our university.

What do you commit to do as an LGBTUA+ Supporter?
To challenge the use of inappropriate language and behaviour in all situations, and to make every effort to provide an open and supportive environment.
Anna Perchuk
Politics & International Studies

**Why do you want to be an LGBTUA+ Supporter?**
I have always advocated for the rights of LGBT people, as it is a shame that bigotry still exists in our day and age. I believe the university needs to show unequivocal support for the community, making the need to conceal one's identity in an academic environment unnecessary.

**What do you commit to do as an LGBTUA+ Supporter?**
Challenge bigoted behaviours, attend LGBT events.

Lorraine Blackwell
Warwick Conferences Sales Office

**Why do you want to be an LGBTUA+ Supporter?**
No matter who you are or your preferences in life, we all should be treated with the same equality and respect. I supported my best friend at school when she decided to announce she was a lesbian and had to deal with the bullying, and violence that she experienced because of it.

**What do you commit to do as an LGBTUA+ Supporter?**
I commit to challenge inappropriate behaviour to others, to educate the uneducated and to support those that need it.
Why do you want to be an LGBTUA+ Supporter?

This is a human rights challenge that should not be neglected anymore.

What do you commit to do as an LGBTUA+ Supporter?

We should all speak out when someone is being discriminated against or treated unfairly because of who they love or how they look.

Why do you want to be an LGBTUA+ Supporter?

Everybody must equally be able to live, learn, participate in social activities, and in a word, enjoy their life as they want. People must be able to improve their strengths and be trained to make the best of their talents and capabilities which is not in contrast with any individual’s sexual characteristics.

What do you commit to do as an LGBTUA+ Supporter?

I want to change the viewpoint of the ones who are not considering equality and diversity. I believe that part of this will be by supporting LGBTUA+ publicly and privately.
Jenny Garner

Student Recruitment Outreach and Admissions Service

Why do you want to be an LGBTUA+ Supporter?
I think it is important that everyone does a little to push the world to be more inclusive and accepting of the great variety of identities that exist. Some people are very secure in their sexual and gender identity, but for those that aren't it's important to offer support, or to provide an environment that does not intimidate them.

What do you commit to do as an LGBTUA+ Supporter?
I commit to being available to speak to or for anyone who may need support, and to challenge discriminatory or thoughtless words and/or behaviour.

Dan Derricott

Teaching Quality

Why do you want to be an LGBTUA+ Supporter?
Working in an organisation which is inclusive and welcoming to all is something I really value. I want to help reinforce and promote this for students and staff across Warwick, so I will wear the lanyard and be available to support others with pride.

What do you commit to do as an LGBTUA+ Supporter?
I will champion inclusivity in the team I manage, the department I work in and the wider University community, and I will challenge behaviours that contradict this.
Why would I not want to be an LGBTUA+ supporter? Why would I not want to create an open and inclusive environment for everybody? In my opinion, supporting should be the default position, for all the benefits it confers onto the university and its members. I am happy to have this position publicly stated.

Peter Brommer
School of Engineering

Why do you want to be an LGBTUA+ Supporter?

I commit to treating everybody fairly and respectfully. I commit to challenging myself on unconscious biases, and to promoting equality and inclusiveness in language, expression and action.

What do you commit to do as an LGBTUA+ Supporter?

Sarah Newell
Warwick Volunteers

Why do you want to be an LGBTUA+ Supporter?

I believe in equality for everyone and read the LGBT in Britain University Report with a heavy heart. I am really pleased to be part of a university that is committed to providing a welcoming, supportive environment for all students and staff.

What do you commit to do as an LGBTUA+ Supporter?

I will wear my lanyard with pride and continue to provide a welcoming, supportive environment for everyone, everyday.
Everyone has the right to be respected, heard and included and I want to work in a University where this is valued.

I’d also like to be a positive role model for my teenage son.

Why do you want to be an LGBTUA+ Supporter?

What do you commit to do as an LGBTUA+ Supporter?

Challenge inappropriate behaviour and language. Be mindful of my own language and behaviour and how this impacts on my colleagues. Support and promote LGBTUA+ events.

Celine Martin
Warwick Manufacturing Group

Why do you want to be an LGBTUA+ Supporter?

Everyone has the right to be respected, heard and included and I want to work in a University where this is valued.

I’d also like to be a positive role model for my teenage son.

What do you commit to do as an LGBTUA+ Supporter?

As a Equality, Diversity and Inclusion representative for WMS, I want to be able to support a developing awareness of LGBTUA issues within the school, supporting an enhanced community of understanding.

Kirstie Haywood
Warwick Medical School

Why do you want to be an LGBTUA+ Supporter?

What do you commit to do as an LGBTUA+ Supporter?

Challenge inappropriate behaviour and language. Be mindful of my own language and behaviour and how this impacts on my colleagues. Support and promote LGBTUA+ events.

Celine Martin
Warwick Manufacturing Group

Why do you want to be an LGBTUA+ Supporter?

Everyone has the right to be respected, heard and included and I want to work in a University where this is valued.

I’d also like to be a positive role model for my teenage son.

What do you commit to do as an LGBTUA+ Supporter?

As a Equality, Diversity and Inclusion representative for WMS, I want to be able to support a developing awareness of LGBTUA issues within the school, supporting an enhanced community of understanding.
Eleanor Bowering
Warwick Business School

Why do you want to be an LGBTUA+ Supporter?
I feel strongly that a university should be an inclusive place where anyone can feel free and able to express themselves - I’m proud to work at Warwick, and want it to be a community in which everybody feels welcome and equal, no matter what their gender or sexual orientation.

What do you commit to do as an LGBTUA+ Supporter?
Constantly challenge my own biases, and help others around me to consider their own. Be open to discussion and available to support in any way possible. Continue to learn!

Jo Davis
Warwick Business School

Why do you want to be an LGBTUA+ Supporter?
I have been interested in Equality and Diversity throughout my career. At WBS, I am part of the Equality and Diversity Committee and the administrative lead for Athena SWAN. It is important to ensure that we all reflect on our own biases and how these may impact others. It is also important to work towards a more equal society where everyone feels included.

What do you commit to do as an LGBTUA+ Supporter?
Continue to work with WBS to ensure we provide an inclusive environment for all. Reflect on my own biases and how these may inadvertently impact on others, and then seek to change these impacts.
Sally Hilton
School of Life Sciences

Why do you want to be an LGBTUA+ Supporter?
I am a strong believer of equality in the workplace and feel that everyone should feel free to express their identity in all aspects of life.

What do you commit to do as an LGBTUA+ Supporter?
I commit to support and continue to learn about issues of concern to LGBTUA+ communities, and to challenge homophobic attitudes.

Angelina Wanczarskyj
Human Resources

Why do you want to be an LGBTUA+ Supporter?
I want to be a LGBTUA+ supporter because I believe that in this day and age, everyone should feel comfortable and accepted no matter their gender identity or sexuality. I believe in providing an environment that accepts and values individuals for being themselves in both their personal and work life.

What do you commit to do as an LGBTUA+ Supporter?
I will ensure that I will support any individuals who wish to talk about their experiences with me. I also wish to educate myself and others about issues within the LGBTUA+ community and provide a welcoming environment from my team.
I am strongly committed to the promotion of equal opportunities in any and every circumstance. I wish to show LGBTUA+ colleagues and non-LGBTUA+ colleagues alike that this is an important issue to me and should be to everyone. I hope to find out more about LGBTUA+ staff and students in Physics and across the department.

Why do you want to be an LGBTUA+ Supporter?

I believe that everyone has a right to feel safe, respected and valued in their day-to-day life. It’s important that all members of the Warwick community (and beyond) feel able to be themselves and for the environment to embrace the unique qualities that the diversity of individuals has to offer.

What do you commit to do as an LGBTUA+ Supporter?

I commit to challenging pre-conceived expectations of what people 'should' be like. I want to be part of a community that is compassionate and nurturing of each other and I will do what I can to facilitate this.

Sarah Bell
Wellbeing Support Services

Dan Martin
Department of Physics

Why do you want to be an LGBTUA+ Supporter?

I am strongly committed to the promotion of equal opportunities in any and every circumstance. I wish to show LGBTUA+ colleagues and non-LGBTUA+ colleagues alike that this is an important issue to me and should be to everyone. I hope to find out more about LGBTUA+ staff and students in Physics and across the department.

What do you commit to do as an LGBTUA+ Supporter?

I commit to keeping an open mind and trying not to make assumptions. I commit to treating all colleagues how I would like to be treated, regardless of identity or status. I commit to being a visible ally and using my role to progress and promote equality.
Fiona Linton
Warwick Mathematics Institute

What do you commit to do as an LGBTUA+ Supporter?
I commit to always challenge homophobic language and behaviour. I will also encourage those around to do the same. Also I will always speak openly and honestly about my positive experiences here at Warwick.

Why do you want to be an LGBTUA+ Supporter?
As a LGBTUA+ role model, I feel that I am already a LGBTUA+ supporter.

Emma O'Brien
Warwick Arts Centre

What do you commit to do as an LGBTUA+ Supporter?
I can offer an ear for anyone that wants it. I'm not LGBTUA+ myself, but as a parent of an LGBTUA+ teen, I feel that I can offer support if needed to others. :)

Why do you want to be an LGBTUA+ Supporter?
I am the parent of an LGBTUA+ child, and although she is still in school (year 11) she will soon be heading off to University and I would like to think that there would be a network of support there for her. I would like to be the support to students or staff on campus that I would hope for my child(ren).
Claire Edden  
**Student Recruitment Outreach and Admissions Service**

**Why do you want to be an LGBTUA+ Supporter?**  
Because I believe that everyone has the fundamental right to equality regardless of sexual orientation and or gender identity. And that we as a University and workplace should celebrate and protect diversity.

**What do you commit to do as an LGBTUA+ Supporter?**  
To challenge negative perceptions and share messaging around the LGBTUA+

---

Matthew Green  
**Department of Physics**

**Why do you want to be an LGBTUA+ Supporter?**  
I believe that all people, including LGBTUA+ people, should have the right to live in a space where they are safe, and where they can express themselves knowing that they will be met with respect rather than judgement.

**What do you commit to do as an LGBTUA+ Supporter?**  
I will challenge inappropriate language and behaviour, educate myself about LGBTUA+ topics, listen to the LGBTUA+ people I know when they talk about their experiences, and make it clear that anyone can speak to me about any issue without judgement or prejudice.
Elaine McCourt  
Warwick Business School

**Why do you want to be an LGBTUA+ Supporter?**

People should not be judged on the basis of sexual or gender identity, and I believe a diverse, inclusive community makes us all stronger. Self-realisation of your gender and orientation can be a deeply personal journey, and I believe we should support and embrace anyone in this, whatever point they are at.

**What do you commit to do as an LGBTUA+ Supporter?**

Support LGBTUA+ staff and students, promote inclusiveness, be available to any who need someone to talk to, and challenge unacceptable behaviours.

Jo Bowers  
Student Recruitment Outreach and Admissions Service

**Why do you want to be an LGBTUA+ Supporter?**

Because I can’t believe that this is still a discussion we are having to have. Everyone should have the right to be and to love whoever they want without fear of discrimination, judgement or intolerance.

**What do you commit to do as an LGBTUA+ Supporter?**

To be an ally for any LGBTUA+ colleagues, to challenge homophobic or transphobic behaviour and to learn more about the issues faced by LGBTUA+ members of our community.
Additional guidance and resources

- Hear from more Supporters about why they signed up to the scheme in our LGBTUA+ Supporters video.
- Build your knowledge on pronouns and find ideas for getting pronouns right on our Pronouns: Let’s Get It Right webpages.
- Increase your understanding and awareness of transgender-related topics and issues by reading our Trans Awareness Guide.
- Check you awareness of issues and potential risks for staff who identify with one or more protected characteristics undertaking overseas travel by reading our Safe Overseas Travel Guide.
- Find national/international observance dates and upcoming Warwick events on the ED&I Calendar.
- Receive regular email updates on equality, diversity, and inclusion at Warwick by signing up to the ED&I Newsletter.

Find these resources, and more, at warwick.ac.uk/equalops