

MISSION	<p align="center"><b>WIN LGBTQI+ Working Group Mission</b></p> <p align="center">We aim to cultivate a community environment that is <b>informed, safe</b> and <b>encouraging</b> to all members of the WIN</p>		
AIMS	<p align="center"><b>Increase awareness</b> (info sharing)</p>	<p align="center"><b>Form a supportive community</b> (training)</p>	<p align="center"><b>Promote visibility</b> (public engagement)</p>
MEANS	<ul style="list-style-type: none"> <li>• <u>Create an online toolkit</u> to share internally and eventually externally to other STEM departments/centres</li> <li>• <u>Hosting events/ seminars</u> focused on issues around diversity and STEM</li> <li>• Formalise regular 'working group' meetings</li> </ul>	<ul style="list-style-type: none"> <li>• By providing <u>ally training</u> for existing members of the WIN</li> <li>• Answering questions by WIN members on the value of a diversity group</li> <li>• Developing and sharing an infrastructure template for diverse inclusion at work</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Hosting external events</u> focused on the work of diversity within the WIN</li> <li>• <u>Advertising</u> our diversity initiatives at other PE events (e.g. queer the WIN Logo)</li> </ul>
OUTCOMES (Measurable)	<ul style="list-style-type: none"> <li>• trials for internal and external sharing (metrics on usage; feedback for improvement)</li> <li>• Data on the usage and impact of the toolkit/ attendance at events</li> <li>• Integration w/ Senior Management agenda</li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of our researchers at WIN with relevant training</li> <li>• Wider involvement from other departments: Medical sciences, Oxford, UK</li> <li>• Reduction in leaky pipe phenomenon (possible for WIN to develop a follow-up tracking of ppl that pass through WIN?)</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity focused P.E. events per term</li> <li>• Diversity as part of social media strategy</li> <li>• E.g. "Pride WIN" logo for talks/posters – spread message</li> <li>• Quantify diversity of applicants applying to WIN</li> </ul>
IMPACT (Projected)	<ul style="list-style-type: none"> <li>• Initiate data collection on "opinion tracking" (longitudinal study?)</li> <li>• strengthen workplace culture</li> <li>• Mitigate "isolation" of LGBTQI+ STEM'ers</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity = innovation</li> <li>• High quality science comes from researchers working in a safe and happy environment</li> <li>• Active and conscious inclusion of all groups leads to diverse and better ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Larger diversity among incoming students</li> <li>• Higher aspiration among younger researchers through seeing representation at the top level</li> </ul>