

MANCHESTER  
1824

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# ALLOUT ALLIES

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Equality, Diversity and Inclusion Partner



## History

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Established as a branch of the LGBT+ Network Group (ALLOUT)

ALLOUT Established in 2010 – Allies followed in 2015

ALLOUT is the largest Staff Network Group

200+ members

Meets 4 times per year – activities and remit

## ALLOUT Allies

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- Part of Stonewall WEI
- Aligned to Network group for more impact
- Anyone can be an ally (200+)
- Advertising/recruitment
- Peer support
- Mailing list
- Web presence: [ALLOUT ALLIES](#)



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## Why do we have Allies?

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- Support the work of network group members
- Break down barriers, perceptions and assumptions
- Personal development
- Share good practice and experiences
- Show acceptance of LGBT staff at all levels
- An element of the WEI
- Promote our programme and expansion
- Promote data completion
- Consultation on policies and guidance



# Advertising and Application

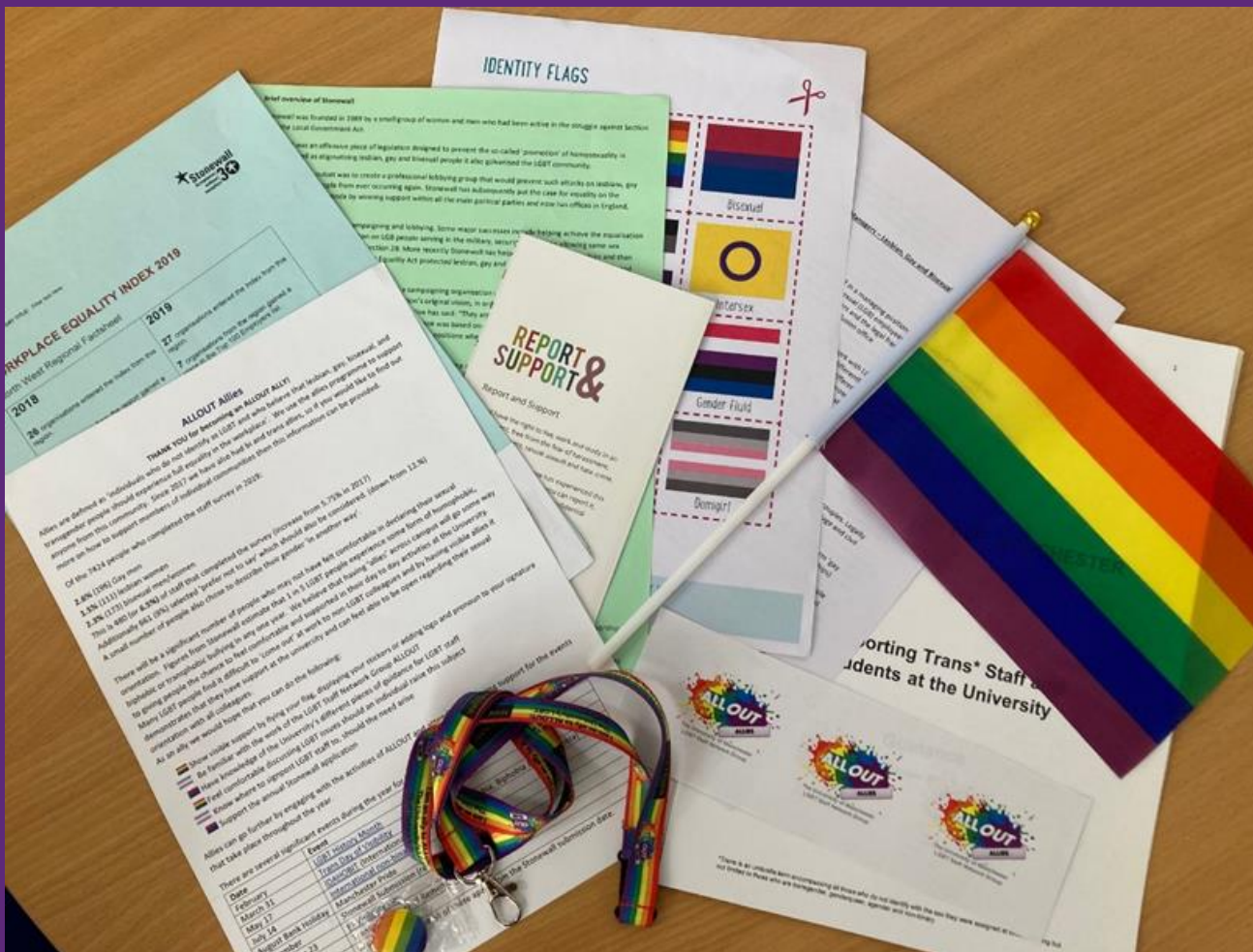
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- Permanent space on webpages
- Advertised on internal comms on key dates
- Anyone can apply at any time of the year
- Training can be prebooked on training portal
- Dates available for whole year
- Mixture of classroom and online
- Allies sent a pack ahead of training



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# Allies Pack



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# Training Format

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- Background
- Network group/activity
- My Story
- How I've been a good ally
- How to be a good ally
- Bi/trans allies and issues
- Activity identifying barriers
- Next steps

## What allies do

- Organise/participate in events
- Promote the scheme
- Pronouns
- Data completion
- Speak at events/training
- Display stickers/flags/lanyards
- Signposting to [Report & Support](#)



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## Quotes

"We all have a duty to strive for equality at work, and non-LGBT+ staff have a role to play in this. That's why I joined ALLOUT Allies. It's an opportunity to learn about ALLOUT, show your support for LGBT+ staff and try to be a good ally by educating yourself, for example by attending events and hearing from LGBT+ people."



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*"Listening to people describe the bullying, harassment and discrimination they have suffered because they identify as LGBT+ has shocked me; I feel it is my duty to stand up and challenge this behaviour, and I am now learning more about the importance of being a visible ally."*

*"I am proud to be an Ally for the University of Manchester. Being an ally allows me to show support for the University LGBT community. I hope it provides comfort and an outlet to colleagues who may feel they have no support or feel like they cannot be fully themselves at work"*

"Being an ally means I am seen as someone my students can turn to."

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# Thank you!

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## Any Questions?

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