

# Trans Action Plan

# Education

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## Actions

- Revise and enhance procedures for documenting student names and pronouns, ensuring uniform application across all student-facing operations and environments. Integrate comprehensive training sessions for staff closely involved in student administration to facilitate consistent implementation and respectful usage of chosen names and pronouns.

## Desired outcome

- Revised and enhanced administrative procedures for accurately recording student names and pronouns across all student-facing processes and settings.
- Development and implementation of comprehensive training modules for all staff, especially those involved in student administration, focusing on respectful usage of chosen names and pronouns.
- Ensure consistent implementation of updated recording systems and staff training across all departments and educational settings within the institution.



## Actions

- Work with external trans organisation(s) to deliver staff trans allyship training with specific focuses on transphobia and trans inclusion.

## Desired outcome

- Delivered comprehensive training materials, covering topics such as understanding trans identities, addressing transphobia, and promoting trans inclusion.
- Provision of supplementary resources and documentation to support ongoing learning, and implementation of allyship practices beyond the initial training sessions.
- Establishment of mechanisms for collecting feedback from staff and SLT participants to assess the effectiveness of the training and identify areas for improvement.
- Feedback from attendees regarding their sense of empowerment and understanding of trans inclusion.



## Actions

- Develop/work with external organisations to deliver inclusive social media training.

## Desired outcome

- Development of comprehensive guidelines outlining best practices for creating inclusive social media content, with specific considerations for trans inclusion.
- Creation of training modules and resources, including workshops, online courses, and reference materials, to educate staff on inclusive social media practices and trans inclusion.
- Greater awareness and understanding among staff regarding the importance of trans inclusion in social media content creation, leading to more respectful and affirming content across organisational platforms.
- Enhanced audience engagement and impact of social media content due to its inclusivity and relevance to diverse audiences, resulting in higher levels of interaction – positive feedback.



## Actions

- Collaborate closely with Individual Representation to develop comprehensive trans student guidance and materials to support students in enhancing their safety and wellbeing.

## Desired outcome

- Creation of a detailed and accessible guide that addresses various aspects of trans student experiences, including safety practices, mental health resources, and community support.
- Development of online resources that provide information on available support services, coping strategies, and advocacy tips.
- Noticeable improvements in the overall wellbeing and sense of safety amongst trans students, reflected in positive feedback and reduced incidents of discrimination or harassment.
- Higher engagement and utilisation of the provided support resources and guidance by trans students, indicating that the materials are effectively meeting their needs.
- Improved knowledge and capacity for all staff to promote appropriate referral pathways.

# Community

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## Actions

- Continue to support OU Pride through ongoing financial support and additional contributions, allowing them to expand their community-building efforts by hosting events for trans students.

## Desired outcome

- Continued work with OU Pride to support their events and activities to engage trans students.
- Work with OU Pride on creating an events calendar and allocating budget to ensure trans awareness days are celebrated.
- Greater participation and engagement from LGBTIQA+ students and staff in OU Pride events and activities.
- Heightened visibility of trans issues within the University community, leading to increased awareness and understanding among students, staff, and faculties.
- Improved wellbeing and sense of belonging among trans students, evidenced by higher satisfaction rates and reduced feelings of isolation.



## Actions

- Work across departments such as the MarComms and Student Voice team to embed trans inclusion at the very beginning of a student's journey (e.g Welcome Week).

## Desired outcome

- Consult Student Voice on best practice with engaging students at Welcome Week.
- Working closely with OU Pride to produce educational materials, guides, and resources that provide information on trans identities, pronouns, and support services, which are distributed and made accessible during Welcome Week events.
- Actively promote activities and events for trans students.
- Conduct training sessions for staff and volunteers involved in Welcome Week activities to increase their awareness, understanding, and skills in creating trans-inclusive environments and responding to the needs of trans students.

## Actions



- Create a peer support programme that actively encourages the sharing of experiences and support for trans students at Open SU.

## Desired outcome

- Develop a structured framework and guidelines for the peer support programme.
- Recruit and train peer support volunteers from the student body, providing them with the necessary skills and knowledge to effectively facilitate support sessions and respond to the needs of participants.
- Create accessible channels in Aluminate for trans students to connect with peer support volunteers, such as online platforms, dedicated meeting spaces, or scheduled support sessions.
- Participation in the programme contributes to improved mental health and resilience among trans students, as they benefit from peer validation, empathy, and coping strategies.

# Leadership

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## Actions

- Develop guidance materials for the Student Leadership Team to effectively communicate their dedication to trans inclusion, especially the President and VP EDI.

## Desired outcome

- Development of detailed guidance materials outlining expectations for Open SU, promoting trans awareness days, and providing reporting frameworks for senior teams to effectively communicate trans inclusion commitments.
- Greater awareness and engagement among the University community regarding trans inclusion efforts, evidenced by increased participation in initiatives promoted by the SLT.



## Actions

- Re-launch trans inclusion statement and cascade across channels.

## Desired outcome

- Re-launching of a trans inclusion statement, with a Hoot article to accompany it.
- Signpost students and allies who read the document to the resources page and any other support services.
- Statement from VP EDI on the importance of being an ally for our trans students and community.
- Keep the statement up-to-date.



## Actions

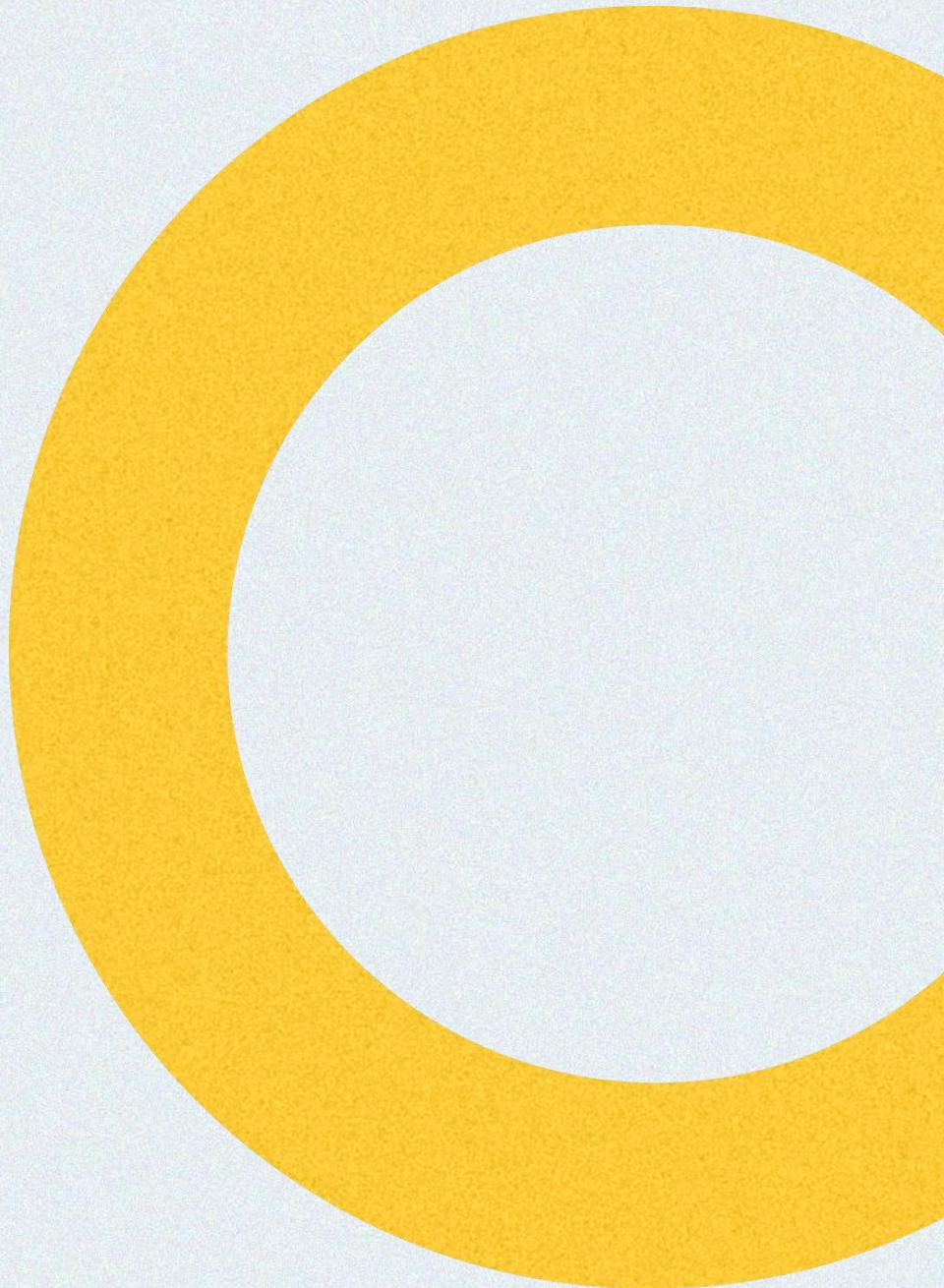
- Engage in debates on 'freedom of speech' and 'academic freedom', offering guidance to mitigate any detrimental impact on trans students and staff – thus ensuring their ongoing sense of safety and inclusion when concerning these conversations.

## Desired outcome

- Feed into key conversations regarding the freedom of speech.
- Re-launch freedom of speech training when necessary.
- Keep any documents for this on the website for easy access for students.
- Create resources and toolkits that support students for how to navigate conversations around freedom of speech – allowing protection, recognition, wellbeing.

# Communications

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## Actions

- Audit the LGBTQ+ Equality sub webpages on OU Students Home. Make sure the information is easily accessible and up-to-date.

## Desired outcome

- Resources signposting to organisations supporting trans communities, as well as to OU Pride and resources and groups internal to the OU.



## Actions

- Create and develop guidance and support materials for trans students and staff (wellbeing, best practice on preferred names and pronouns, safety in online spaces, and support for trans students).

## Desired outcome

- Guidance, toolkits and support materials focusing on wellbeing, best practices, safety and support for trans students.



## Actions

- Ensure that trans awareness days are communicated and celebrated on central Open SU channels.

## Desired outcome

- Calendar developed with comms, spotlighting trans awareness days.
- Create at least 2 x trans awareness events.



## Actions

- Create a dedicated space for trans students in online spaces, such as OU Students Connect, and dedicated staff for moderation of this space to foster safety and wellbeing.

## Desired outcome

- An OU Students Connect dedicated space created for trans students to interact online safely.
- Rolled-out training for staff on how to moderate OU Students Connect, as well as continual up-to-date best practices for moderating closed spaces.

# Actions



- Establish a trans consultation group connecting trans students at the OU, along with trans staff members and allies, to foster additional collaboration.

# Desired outcome

- Establish a working group to conduct an in-depth assessment of visibility and representation issues for trans students and staff at Open SU.
- Develop a comprehensive report outlining specific areas of concern and potential solutions within six months.
- Conduct focus group discussions and surveys with trans students and staff to gather qualitative and quantitative data on feelings of exclusion and safety.
- Launch a campaign to raise awareness about the importance of trans visibility and representation, involving both internal and external stakeholders.
- Acknowledgement of the lack of visibility and representation for trans individuals within Open SU and the OU, both in decision-making processes and overall discourse.
- Highlighting the repercussions of recent events, such as the GCRN case, on the feelings of exclusion and the deficiency in safety and support for trans students and staff.

# Policy

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## Actions



- Initiate a comprehensive review of all existing policy and guidance documents within the organisation, encompassing both general HR policies and specific trans inclusive policies and statements. Evaluate each policy and guidance document to ensure that it is inclusive and reflects current best practices in trans inclusion.

## Desired outcome

- Review existing policies and ensure they are in line with best EDI practice across the sector and in line with the Equality Act 2010.
- Compilation of an audit report summarising findings, highlighting areas for improvement, and providing recommendations for updating policy and guidance documents to enhance trans inclusion.
- Encourage feedback from the trans community (ie: via small focus groups) to ensure policies/guidance are useful and relevant to their lived experience.
- Identify any gaps where new policies need to be created, and work with the policy team to create the document(s).
- Development and dissemination of updated policy and guidance documents reflecting the outcomes of the audit, ensuring accessibility and transparency for all employees.

## Actions



- Scope out the idea of working with the OU to create a fund for trans students, similar to the Black Student Support Fund offered by the OU.

## Desired outcome

- Conduct a comprehensive feasibility study to assess the viability and potential impact of establishing a fund for trans students.
- Create a draft proposal outlining the objectives, criteria, and structure of the fund for trans students. This includes determining eligibility criteria, fund allocation mechanisms, and oversight processes to ensure transparency and accountability.
- Improved access to support services and resources for trans students, facilitated by the availability of the fund.
- Strengthened sense of belonging and community among trans students, as the fund demonstrates recognition and support for their needs, experiences, and identities, fostering a more inclusive and supportive environment.



## Actions

- Establish a Gender Expression Fund, in line with other Student Unions, aimed at providing financial support for individuals to express their gender identity.

## Desired outcome

- Develop a comprehensive proposal outlining the objectives, eligibility criteria, and operational procedures for the Gender Expression Fund.
- Create a budget and funding strategy, outlining the financial resources needed to establish and sustain the fund, including potential sources of funding and fundraising initiatives.
- Successful establishment of the Gender Expression Fund will result in increased access to gender-affirming items and services for individuals who may otherwise face financial barriers.