

# FOR AN INCLUSIVE AND OPEN UCU

Election runs from 29 January - 2 March

## UCU NEC elections: Vote Bee Hughes for UK-elected, HE LGBT+

I hold the post of Lecturer in Media, Culture & Communication at Liverpool John Moores University. I've worked as a lecturer since 2012, holding several casualised contracts before gaining permanency in 2020.

As a nonbinary person, I aim to lead by example in making all spaces I am in as inclusive and open as possible – as a lecturer, within the union, or when 'off the clock'.

I believe strongly in making positive interventions on a daily basis – as well as undertaking large-scale campaigning – and things as mundane as including pronouns in your email signature (mine are they/them) and Zoom name are practices which normalise and improve trans visibility and inclusion.

### Solidarity

I am currently Chair of LJMU UCU, Chair of UCU Left, and LGBT+ Officer for North West Region, and I am a founding organiser with the UCU Solidarity Movement.

At LJMU UCU, I am in the process of re-invigorating our LGBT+ equalities work with our newly appointed LGBT+ Officer.

I am a member of the LJMU Together LGBT+ network, newly in the role of the network's Community Liaison Officer,



and will be part of the team organising our LGBT+ History Month events.

My research explores trans and nonbinary experiences and I advocate for trans inclusion through this work and in my capacity as one of the academic consultants to the UK Government Period Poverty Taskforce.

### Awareness

Outside work I volunteer with the GIANTS programme (Gendered Intelligence Activists Network of Trans Spokespeople) for the trans-led charity Gendered Intelligence. This is an activist-led project aimed at raising awareness about trans people and increasing positive trans representations.

As UK HE LGBT+ NEC member, I will work with the NEC Equalities Reps and Equalities Committees to:

- Identify key concerns and issues facing LGBT+ members in HE, FE, Adult & Community Education and Offender Learning;

- Seek ways of supporting LGBT+ members who are not able to be 'out' in the workplace;
- Strengthen UCU's work on trans and nonbinary inclusion within the union and our workplaces;
- Create space(s) for LGBT+ members to share experiences within and across sectors;
- Identify and develop resources and events that support LGBT+ members' needs and development;
  - Identify and develop resources and events to support the education of allies and the wider UCU community on LGBT+ representation and what they can do to support the LGBT+ community;
- Develop guidance for the review of policies which directly impact LGBT+ members, for example, parental leave policies, gender affirmation policies;
- Ensure that I take an intersectional approach in recognition that our identities are multifaceted, and work collaboratively with all NEC equalities reps and officers;
- Work with Regional LGBT+ Officers to promote a joined-up approach between national, regional, and local campaigns;
- Work with NEC to advance international solidarity with LGBT+ people in countries where there is discrimination and severe oppression.

For more information about the UCU Left platform and candidates [click here](#).