



MedPRIDE

Terms of Reference – January 2025

Mission Statement

To lead and progress the student/staff MedPRIDE activity at Leicester Medical School (LMS) to promote inclusivity across the LGBTQ+ community.

Objectives

- Assist LMS in creating an inclusive curriculum that addresses the LGBTQ+ community and embraces intersectionality
- To support a coordinated approach to the implementation of the UK Medical Schools Charter on So-Called LGBTQ+ 'Conversion Therapy'
- To develop and implement strategies to address inequalities related to sexual orientation, gender identity and intersex traits through student/staff partnership
- To work with other LMS EDI groups to provide a forum for sharing challenges and best practice from within and outside LMS
- To develop effective communication and engagement plans to embed MedPRIDE principles across the School (College and wider University)

Responsibilities

MedPRIDE members will play a vital role in our school equality activities. Members are responsible for:

- Abide by the MedPRIDE ground rules at all times
- Communicating and championing MedPRIDE activities with peers, and across the school, college, university and sector
- Sharing views and expertise within the group
- Joining and actively contributing to sub-groups of interest
- Volunteering for sub-group leadership to ensure projects are led to completion
- Undertaking relevant actions on behalf of MedPRIDE.

Membership

- 2 Student co-chairs & 2 staff co-chairs
 - Term of office 1 year
 - Chairs may be reappointed annually
 - Chair handover annually in June, prior to the Summer recess
- Student members from all years (including foundation)
- Staff members (including honorary staff) from within the LMS and partner NHS trusts
- Individuals may join at any point in the academic year
- Staff members will support the delivery of MedPRIDE activity
- Staff co-chairs will support the student co-chairs in leading the group
- College EDI representative
- MEDI representation

Meetings

- Meetings will take place on the third Tuesday of the month, via teams and last 1 hour
- Meetings will be chaired / minuted alternately by the co-chairs

Minutes, support, and communication

- Summary notes will be recorded at all meetings, saved on teams, and circulated via email
- An action log will be maintained
- Staff members will support the delivery of actions and activities
- This group will report on activities to the Inclusion Oversight Committee (IOC).

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MedPRIDE Leicester

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