



# *GLAM Network – Spring Update*

**Corporate Performance & Resources**

Scrutiny Committee 17<sup>th</sup> February 2022

*Tom Narbrough*







## 2022 Relaunch

As interim chair I have elected to alter the timetable for the Annual General Meeting in order to facilitate a soft relaunch of the network's governance structure, including:

- Holding the AGM later in the year so that annual corporate milestones can be addressed prior to inviting participation from so wide a forum
- Refreshing the workstreams prior to holding elections for Leads
- Inviting new interest in subject-specific champions (such as Bi Visibility) through a refined definition of the roles
- Inviting interest in service area-specific champions to represent the GLAM network amongst our teams and provide a conduit for harder to reach areas and frontline staff

The intention is to hold an AGM in May for existing and potential members as well as any allies and relevant officers and members to discuss the future structure of the network, to introduce the existing roles and functions and to agree to conduct elections for the steering group. In addition, the meeting will discuss various areas that have been highlighted for improvement and development in future which include:

- Maintaining membership database and improving access to resources and comms
- Representing the network in service areas
- Continuing to work closely with HR and other corporate policy functions as a consultancy body
- Demonstrating the importance of the WEI submission and relating the efforts of individual staff and areas to any improved feedback
- Working closer with local business to promote the Vale as a safe and enjoyable space for LGBTQ+ persons

## Celebrating Our Success

Finally, it is worth noting that we are honoured to continue to work with our HR division and sister network Diverse on ensuring that the Vale Council and the wider Vale of Glamorgan area are positive and nurturing environments for persons of any minority. The work that Matthew undertook in helping the Diverse network come about was a particularly proud moment for GLAM as a network and we are extremely grateful to see the warm and enthusiastic response from our corporate senior management to the work of both networks.

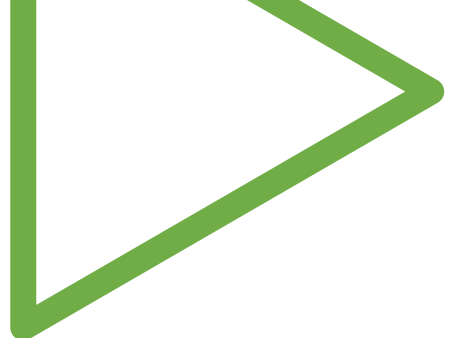
I am also proud to promote the fact that we have supported new management training sessions on Diversity & Inclusion as well as supporting wider colleagues and network members to access the specialised tools promoted through Stonewall and other similar organisations.

In particular I would like to thank my colleagues Nicola Hinton, Hannah Rapa and the wider comms team in making sure we have access to the right information and promoting it across the organisation. The initiatives I would particularly like to draw to your attention are the use of pronouns in email signatures and the relaunch of the GLAM logo to maximise our inclusivity, neither of which would have happened without their diligence and enthusiasm.





Many thanks for inviting this presentation and we look forward to providing updates as the year progresses.



**Tom Narbrough**  
Interim Chair

