

BCS Member Group Chair's Report

Report submissions must be sent to groups@bcs.uk or your Community Coordinator.

Member Group Name:	Pride at BCS Specialist Group
Year:	December 2021 – December 2022
Report Completed By:	Ian Robotham

Group Chair:	Kavita Kapoor
Group Treasurer:	Jon Ruff
Group Secretary:	Ian Robotham
Group Inclusion Officer:	Dave Donaghy
Other Committee Members:	<ul style="list-style-type: none"> • Dan Aldridge • Nicola Martin • Maddy McMurray • Arnoldis Nyamande • Robert Ogah • Ed Rogers • Abby Simmons

The Chair's Report is a vital communication tool for the BCS Community Team to understand and support your activity as a group. The Programme, Practice, and Policy (PPP) Committee will review your submitted report and suitable action points fed into the Community Board for strategic planning. As one of the critical communication points with our members, your completion of this report supports not only your group but ongoing support and development of other member groups and the BCS itself

Successes

Please list the top three successes the group has achieved in the past year.

Success	Additional Comments
1. Trans Inclusion Campaign	We launched our group with a Trans Inclusion statement. We had excellent engagement which resulted in a Computer Weekly write up https://www.computerweekly.com/news/252515287/BCS-Pride-group-calls-for-end-to-transphobia-in-tech We are proud to have taken a stance and launched the group.
2. Summer Pride Series	Pride tends to be very busy for visible members of the LGBTQIA+ community. We were able to do campaigns in our first year. A series of Pride Month talks for people continuing their studies and supporting the BCS with their first Pride marketing assets including their first rainbow logo
3. Summer Party	We had a brilliant Summer Party in the London BCS Office. It was an opportunity to establish ourselves and get more people engaged with BCS and the great work we are doing.

Plans

Please list the top three activities the group is planning for next year.

Planned Activity	Additional Comments
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1. Summer and Winter party	We plan to continue our networking events as part of establishing ourselves.
2. Elevating and Show casing LGBTQIA+ people	We are looking at Pink List, Award Nominations, Industry Network and Role Models campaign to ensure that LGBTQIA+ are celebrated.
3. Onboarding new members	We are looking to ensure we have a seamless way for LGBTQIA+ in the technology sector know about us, can become a BCS member and join the group.

Impediments

Please list and describe the top three impediments stopping you from succeeding in your group's ambition and support the BCS vision of "Making IT Good for Society."

Impediment	Description
1. Recruitment	We have big plans and a small committee so we are looking to grow our membership first.
2. Clear Roles (additional)	Some roles such as the "Inclusion Officer" needs its own definition.
3. Reduction in Budgets	We faced some limits on catering budgets for our Summer Party which kindly the BCS policy team were able to support us but if we are to find external budgets, we will need help in formulating a sponsorship proposal.

Additional Facts and Figures

Please provide any facts and figures you think would be useful to the Community Team for further analysis and future activity planning.

<p>We delivered the following last year</p> <ul style="list-style-type: none"> • Pride month talks for early careers • Branding • Ground breaking - Comms strategy - Internal and External • Corporate endorsement • Launched the group with Trans Inclusion Campaign • Article about data on Grindr • Organised Metaverse Event - cancelled due to the Queen's Death • Judging UK IT Awards • Pictfour Event at Houses of Parliament • Social Media • Inspire other groups • Summer Party
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- Industry Contacts List
- LGBT Educational resources

We have 13 active committee members currently

Further Comments

If you have any further comments you wish to provide the Community Team; please give them below.

When I speak to the committee, we all agree we are all focused on what we still wish to achieve in establishing this group. However, we feel like we have made a real impact in year one and that is due to the hard work of committee, BCS policy, BCS community and BCS marketing. Thank you to all the teams for their support.

Nominations for Awards and Recognition

It is important that the BCS recognise deserving voluntary service. If you are aware of someone who warrants one of these awards, then please nominate them. It is easy to nominate someone, but, if you are unsure about completing the form, the Community team and your liaison in the Programme, Practice and Policy Committee can help. Please email groups@bcs.uk.

There are three levels of Recognition of Appreciation award:

- Certificate of Appreciation – going beyond the normal expectations of a single voluntary role by directly contributing to significant involvements, achievements or benefits to BCS.
- Meritorious Certificate – going beyond the normal expectations of two or more voluntary roles in different areas of BCS by directly contributing to tangible involvements, achievements or benefits to BCS.
- John Ivinson Award – significantly furthering the BCS's strategic aims and mission on a wide scope of BCS's areas of endeavour by directly contributing significant achievements and benefits to BCS. Typically, the BCS will present this prestigious award to 1-3 volunteers per year.

There are long-service awards for 5, 10, 25, and 30 years of contribution to the BCS.

Volunteer Recognition

Please complete the table below and indicate if you wish to nominate a member of your team for an award of recognition. A member of the Community Team will get in touch to help you complete the process.

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Group/Branch Member	Years of BCS Volunteering	Nomination

Honorary Fellowship

Nominees will have made an outstanding contribution to the charitable objectives of the BCS over an extended period.

The BCS award Honorary Fellowship under Byelaw 8 of the BCS's Royal Charter and Trustee Board Regulation 1.3 specifies that the BCS award may also make the award to non-members who may not be eligible for any other class of membership.

Community Board and Trustee Board will consider a candidate for Honorary Fellowship against the following criteria:

- At any time, both the contribution to BCS's work and the stature of the individual nominated should be commensurate with the standards set by previous recipients. There is no overall limit to the number of Honorary Fellows although it is unlikely that there will be more than two Honorary Fellows elected in any one year.
- To be elected, the nomination must be on the Trustee Board Agenda, and at least 3/4 of those present must resolve in favour.

If you are aware of a nominee for Honorary Fellowship; please add their details below and a member of the Community Team will raise this at the next appropriate meeting of the Community Board.