

UNISON LONDON LGBT+ Committee

SPRING NEWSLETTER

MARCH 2024

CO-CHAIR INTRODUCTION

Winter is finally over – or so we’ve been told – though it doesn’t necessarily feel like it. Welcome to our spring newsletter.

It’s been a really busy couple of months with LGBT+ history month events going on and the Regional Council accepting our motion to make Year of LGBT+ workers a regional priority and we are now working with the Regional team to ensure that Greater London leads in the promotion of this year. We also had our most successful Training and Organising Day with a record number of attendees getting heavily involved in the day. Moving on, both Terry and Anu have been invited to talk about the Year of LGBT+ Workers at local Branch AGMs.

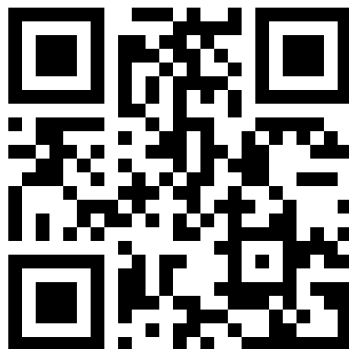
We are also thinking about Prides and whilst it’s a pity we won’t be at the main London parade, we are planning to attend some local Prides again this year, including Croydon and Barnet to name two.

So, lots going on and after you’ve read through the newsletter, you find yourself wanting to get more involved, consider joining the committee. You would be more than welcome, just let us know. Finally, don’t forget to follow us on social media so that you can keep up to date with everything we are doing - Anu and Terry.



DO YOU WANT TO JOIN THE GREATER LONDON REGION LGBT+ MAILING LIST?

SCAN THIS QR CODE AND SEND US AN EMAIL



R.SEXTON@UNISON.CO.UK

REGIONAL COUNCIL AGM 2024

A Regional Priority



YEAR OF THE LGBT+ WORKERS



Not only did UNISON Greater London Regional Council AGM officially launch Year of the LGBT+ Workers, but Terry Eastham, Co-Chair of the UNISON Greater London LGBT+ Committee moved the motion that asked Year of the LGBT+ Workers to be made a regional priority for 2024. The motion was agreed unanimously, whereby all branches were asked to participate in Year of LGBT+ Workers and organise around the issues faced by the LGBT+ community.

Regional Council AGM believes that 2024 will provide the opportunity to promote UNISON as the union for LGBT+ workers, raise awareness of LGBT+ rights throughout the union, challenge discrimination, and recruit and grow LGBT+ activists.

2024 UNISON Year of the LGBT+ worker will coincide with 50 years since the lesbian and gay network 'NALGAY' was set up in NALGO (national and local government officers' association), one of our predecessor unions. This was ground-breaking and helped to lead to the first lesbian and gay self-organised groups in a trade union.

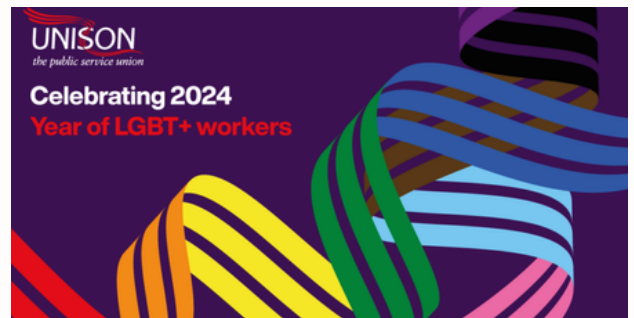
When UNISON was formed in 1993, the lesbian and gay self-organised group was integral to the union structure and from the start the national committee had reserved seats for representatives of Black and disabled members. Over the years, we have seen our self-organised group grow from strength to strength, becoming a LGBT group and then in 2019, an LGBT+ group.

YEAR OF THE LGBT+ WORKERS

A Regional Priority

THE KEY PRIORITIES

- INCREASE RECRUITMENT AND REPRESENTATION OF LGBT+ MEMBERS IN OUR UNION
- CHALLENGING HOMOPHOBIA, TRANSPHOBIA AND BIPHOBIA ACROSS ALL OF OUR WORKPLACES
- NEGOTIATING TRANS EQUALITY POLICIES ACROSS EMPLOYERS IN THE REGION
- RAISING AWARENESS AROUND HIV AND CHALLENGING THE STIGMA
- ENCOURAGING LGBT+ PARTICIPATION IN THE GLA, MAYORAL AND GENERAL ELECTIONS



WANT TO GET INVOLVED?

ORGANISING IDEAS FOR YOUR BRANCH

- Add Year of LGBT+ Workers as a standing agenda item at branch committee meetings, to give a place to discuss possible initiatives, activities and events your branch could do
- Go through the Year of LGBT+ Workers checklist to identify some branch priorities for the year
- Elect a LGBT+ Officer and consider setting up a branch LGBT+ Self-Organised Group (SOG)
- Participate in the regional delegation to pride events throughout London- sign up to our mailing list to find out more
- Encouraging LGBT+ participation in the Greater London Assembly, Mayoral and General elections – leaflet available attached (will be ordering a regional supply)
- Encourage LGBT+ members to attend the regional LGBT+ group meetings: sign up here (link to the form you made)
- Hold a How to be a good trans ally training session in your branch, email your organising team or outinlondon@unison.co.uk for support with this
- Encourage your employer to sign up to the [HIV Confident charter](#) to actively challenge HIV stigma

For further suggestions and additional resources visit london.unison.org.uk/campaigns/year-of-the-lgbt-worker/

Take Action

Let us know what you're doing in your branch to celebrate Year of the LGBT+ Workers!

[CLICK HERE](#) 



Celebrating 2024 Year of LGBT+ workers

It's UNISON's year of LGBT+ workers. We want all our workplaces to be as inclusive as possible – so let's use this year to make sure our workplaces policies are as inclusive as they can be.

We have created a check list of what your policies should include for LGBT+ inclusion. If you are missing any of these, check out our factsheets, which will provide further information (links below). We are also encouraging members to submit these forms to national office, so we can track where our workplaces are at for LGBT+ inclusion.

PRIZE FOR 1ST BRANCH
TO COMPLETE CHECKLIST

LET US KNOW WHEN
COMPLETE -
outinlondon@unison.co.uk

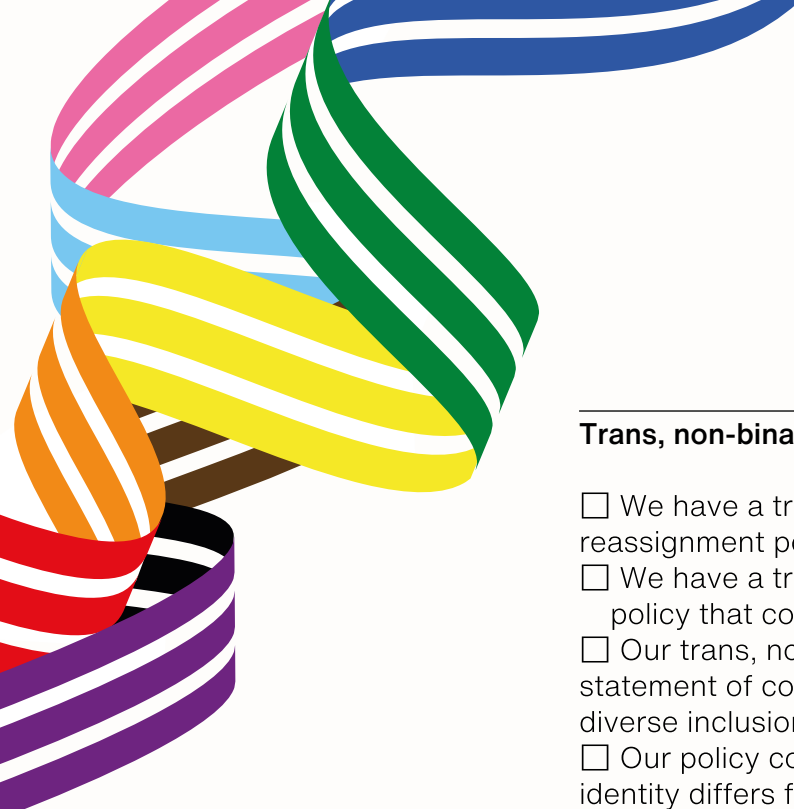


Branch

- We have a LGBT+ branch officer.
- Our LGBT+ branch officer has done the UNISON LGBT+ branch officer training.
- We have run a trans ally training session within our branch.
- We ensure LGBT+ representation when negotiating with our employer.

Workplace policies

- Our equality policy, equality objectives and equality impact assessment process explicitly include sexual orientation and gender identity.
- Our workplace has an equality statement on sexual orientation and gender identity.
- Our workplace policies make specific reference to bi+ workers, as well as lesbian, gay and trans workers and references tackling bi+-phobia, as well as homophobia and transphobia.
- Our harassment policy includes a confidential route for making complaints.
- Our family friendly work/life balance policies are inclusive for people with non-traditional families, and they can be assessed without having to jump through hoops to prove entitlement or jeopardise confidentiality.
- Our working abroad policy references health and safety of LGBT+ workers.
- Our equality policies are regularly reviewed and training is put in place for workers and managers.
- Our workplace allows time off for trade union LGBT+ activities. Our workplace training includes LGBT+ awareness and issues.



**LET US KNOW WHEN COMPLETE -
outinlondon@unison.co.uk**

Trans, non-binary and gender diverse policies

- We have a transitioning in the workplace or gender reassignment policy.
- We have a trans, non-binary and gender diverse equality policy that covers more than just transitioning at work policy.
- Our trans, non-binary and gender diverse policy has a statement of commitment to trans, non-binary and gender diverse inclusion.
- Our policy contains definitions of people whose gender identity differs from their sex assigned at birth.
- Our policy contains information on legal protections that trans, non-binary and gender diverse people have, including respecting confidentiality.
- Our policy sets out information on trans, non-binary and gender diverse equality in recruitment.
- Our policy stipulates where to go and what will happen if someone experiences or witnesses transphobic discrimination.
- Our policy details how trans, non-binary and gender diverse equality will be promoted and monitored in the organisation.
- Our policy provides detailed information on support for an employee transitioning at work.

Your details

Name
.....

Branch
.....

Workplace
.....

Please send this form to out@unison.co.uk so we can monitor how inclusive our workplaces are so we can better target our organising efforts.

Thanks for taking the time to check your policies. If you have any questions, please get in touch with **out@unison.co.uk**



LGBT+ Organising and Training Day 23rd February 2024

LETS GET ORGANISED...

It was an opportunity for all activists, regardless of whether they identify as LGBT+ or not, to come together and equip themselves with tools and resources to campaign and bargain during Year of LGBT+ Workers and beyond.

Anu Prashar, Co-Chair of the regional LGBT+ opened the day and welcomed over 40 activists from across the region.



THE WORKSHOPS

HIV Awareness & The Law



'HIV awareness and the law', hosted by Ant Babajee, regional LGBT+ Committee member and HIV activist, and Rosie Sammut, regional LGBT+ Committee Secretary.

London continues to have the highest rates of HIV in England: 32% of new diagnoses on 2021 were London residents. Of those diagnosed in 2021, 44% were diagnosed late. Some groups are more likely to be diagnosed late; 63% of heterosexual men, 56% of Black African ethnicity, and 50% of women were all diagnosed late.

How to negotiate a trans equality policy



The 'How to negotiate a trans equality policy' workshop was hosted by Mitch Coe, National LGBT+ Officer, and Jenny Black, Co-Chair of the Trans, Non-binary and Gender Diverse network.

One of the main priorities for the LGBT+ Committee is the rolling out of the Trans Equality campaign and equipping branches with the tools they need to negotiate UNISON's model trans equality policy.



Organising and Training Day 2024 continued...



LGBT+ participation in elections

Anu Prashar, Co-Chair of the regional LGBT+ Committee hosted the next workshop; 'Encouraging LGBT+ participation in elections'. With the London Mayoral and London Assembly elections around the corner (Thursday 2 May 2024), and a general election looming, we must ensure workers are equipped with the knowledge to vote and oust the Conservative government; which over the past 14 years in power has been responsible for one of the largest declines in LGBT+ rights. The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)'s annual rainbow map ranks Europe's countries based on how LGBT+ friendly they are – considering both their legal and policy situation.

Afternoon welcomed Danny Beales

Camden Councillor and prospective parliamentary candidate for Uxbridge and South Ruislip.



Danny spoke about the vital relationship trade unions have with the Labour Party, and if we want equalities back on the agenda – we must elect a Labour government at the next general election. He went on to inform delegates of the proud LGBT+ history Labour has – and urged attendees to help Labour get the vote out so the Labour Party can continue to build a legacy for working people.



LGBT+ CONFERENCE 2024



HOW TO GET THERE



The 2024 UNISON LGBT+ conference is in Edinburgh on 8-10 November.

Hundreds of LGBT+ UNISON members debate our issues and influence UNISON's thinking on LGBT+ equality. If you've not been before, we recommend it!

Who can attend?

Any UNISON member who identifies as lesbian, gay, bisexual, transgender plus can apply to their branch to attend. Branches can decide how many members to send, but all are urged to register at least one delegate.

How do you apply?

Speak to your branch as soon as possible, find out how and when the branch delegation will be agreed and tell them you want to go. Delegations must meet UNISON's rules on fair representation. A branch can't send a delegation of just two men, for example – it would need to also send two women.

Low paid, part-time and manual workers have been particularly under-represented at previous conferences so if this applies to you, you are particularly welcome. Registration closes in August (date to be confirmed).

Transitioning but not yet changed your UNISON membership details?

Members can participate in UNISON conferences in a different gender to their UNISON membership details.

What if you're not out as LGBT+ in your branch?

Get in touch with your regional LGBT+ group contact. You can contact us at <mailto:outinlondon@unison.co.uk>. They will act as an intermediary between you and your branch, without revealing your identity. You'll still be attending as a branch delegate and you should provide a report to the branch, but your name will not be attached to it.

How are accommodation and travel arranged?

The conference bulletin includes information on accommodation and forms for booking your travel. Your branch will help with booking.

Who pays?

Branches pay for their delegates' accommodation and expenses. This includes the cost of meals and any dependent care or personal facilitation.

What about kids?

If you need to bring your kids with you, active childcare is provided for children up to 16, while conference is in session. It's called a crèche, but it's not just for babies. UNISON will pay for your children's travel and accommodation if they are booked in the crèche.

What facilities are provided?

UNISON aims to provide a fully accessible event for disabled members but must know what people need in advance.

How can you prepare for conference?

You'll be sent a detailed delegate pack a couple of weeks before conference. Have a good look through it. Most regional LGBT+ groups have a pre-conference meeting, where you can:
meet other delegates – and maybe arrange to travel to conference together
learn how conference works and find your way around the conference papers
discuss the regional group's position on conference motions.

Anything else?

If you have any other questions, please contact us at out@unison.co.uk.

We look forward to seeing you in Edinburgh!

KEEP INFORMED

LGBT+ AWARENESS DAYS 2024

LGBT awareness days are important because they help bring attention to the issues that members of the LGBT community face, and this list includes many days of visibility, awareness weeks, pride days, and remembrance days. Keep this page bookmarked so that you can stay up to date all year round in 2024!

- February - ALL MONTH - LGBT+ History Month
- 1 March - Zero Discrimination Day
- 21 March- Omnisexual Awareness Day
- 31 March - International Transgender Day of Visibility
- 6 April - International Asexuality Day
- 26 April - International Lesbian Visibility Day
- 26 April - 2 May - Lesbian Visibility Week
- 17 May - International Day Against Homophobia, Transphobia and Biphobia
- 19 May - Agender Pride Day
- 24 May - Pansexual Visibility Day
- All month June - Pride Month
- 28 June - Stonewall Riots Anniversary
- 29 June - London Pride
- 6 July - Omnisexual Visibility Day
- 11-17 July - Non-binary Awareness Day
- 14 July - Non-binary Peoples Day
- 16 July - International Drag Day
- 16 - 22 September - Bisexual Awareness Week
- 23 September - Bisexual Visibility Day
- 8 October - International Lesbian Day
- 11 October - National Coming Out Day
- 20 October - International Pronouns Day
- 24 October - Asexual Awareness Week
- 26 October - Intersex Awareness Day
- All month November - Transgender Awareness Month
- 6 November - Transgender Parent Awareness Day
- 8 November - Intersex Day of Remembrance
- 13 - 19 November - Transgender Awareness Week
- 20 November - Transgender Day of Remembrance
- 1 December - World AIDS Day
- 8 December - Pansexual Pride Day
- 10 December - Human Rights Day



SOCIAL MEDIA



@unison.ldnlgbt



UNISON Greater
London LGBT+



@unison_london_lgbt

FOLLOW US

If you need to need to get in touch with the union for advice and please email outinlondon@unison.co.uk or contact UNISON on 0800 0 857 857