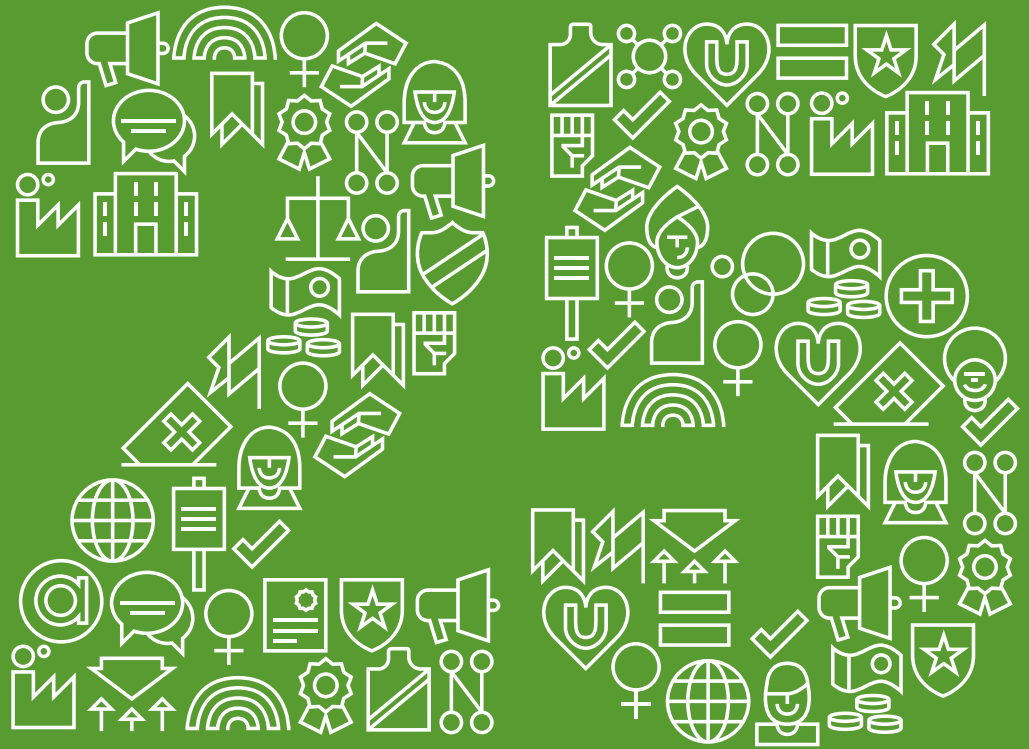


Stronger together



Celebrating 25 years in UNISON

**UNISON national lesbian,
gay, bisexual and
transgender committee**

Annual Report 2018 appendices

#ULGBT18

**UNISON
2017 NATIONAL LGBT MEMBERS CONFERENCE
ACTION ON RESOLUTIONS**

This is a summary of action taken by the national LGBT committee on the resolutions of last year's conference. Many of the resolutions also call for action at regional and branch level, which is not covered here. Given the style of this appendix, it does include some abbreviations. These are spelt out at the end.

1. Negotiating for LGBT equality

Notes the need to back up equality negotiations with litigation or the threat of litigation with resistant employers. Notes however, that LGBT workers are particularly unlikely to complain about discrimination, feeling it will make the situation worse or that it will not be taken seriously. These fears are not unique to LGBT members but reporting levels are so low as to warrant particular steps and UNISON legal services team has called for LGBT members to come forward.

Action	Update
Publicise and promote UNISON LGBT equality bargaining advice, for use in local and national bargaining	Bargaining factsheet updated and publicised widely. Information available on Pride stalls and referred to in motions to service group conferences.
Run a national campaign to encourage LGBT members to report workplace discrimination	Question on hate crime included in the UNISON annual equality survey. Equality fringe meeting at NDC was on hate crime.
Work with UNISON legal services to identify strategic LGBT equality cases.	Raised with regional LGBT convenors and as part of the LGBT branch officers training. Article in Out in UNISON 64.

2. Building a bedrock of LGBT voices against intolerance

Expresses concern about increasing intolerance and hate crime, particularly racist and Islamophobic hate since the Brexit vote. Notes use of social media and other avenues by far right groups to pit section of community against each other, including misrepresenting Islam and other beliefs and cultures as being incompatible with living openly as LGBT. Rejects such attempts to divide and conquer. Welcomes UNISON steps to develop activists' tools to tackle hate

Action	Update
Build a bedrock of united LGBT voices to challenge intolerance and acknowledge the intersectionality of	Worked with other self organised groups to challenge intolerance and promote UNISON's work on equality.

our lives and experiences	
Reinforce the message that all hate crime is unacceptable in and beyond the workplace	Publicised UNISON's 'Tackling hate crime and hate incidents: a workplace issue'
Champion UNISON's equality work and build on the 'more in common' approach	Publicised online, in mailings and at meetings
Publicise and promote new UNISON bargaining and training resources on tackling hate at work	Equality fringe at National Delegate Conference around Hate Crime. Article in Out in UNISON 66

3. The cost of being out at work

Welcomes TUC research into LGBT+ workers experiences of harassment and discrimination. Notes high levels of both and the negative impact on health. Also found that only half of respondents open about their sexuality at work

Action	Update
Publicise guidance for stewards on supporting LGBT workers	Guidance publicised on activist zone, bargaining fact sheets publicised
Encourage branches and regions to include training on anti-LGBT harassment on training on tackling bullying and harassment	Discussion with regional LGBT conveners. Ongoing dialogue with LAOS.
Encourage branches and regions to provide and encourage stewards to undertake equality training	Discussion with regional LGBT conveners

4. Increasing bi visibility and tackling biphobia

Notes 2015 'Complicated?' report by Equality Network in Scotland on challenges for bisexual people accessing public services. Also notes follow up report due to support public service providers reduce biphobic barriers. Also notes NatCen's report on impact of austerity on LGBT people for UNISON and Stonewall's 2015 'Unhealthy attitudes' report on experiences in health and social care. Notes that many workplace policies focus only on homophobia, some also on transphobia, but few specifically on tackling biphobia.

Action	Update
Produce specific guidance on tackling	Publicised factsheet Bisexuality: a trade

workplace biphobia that can be used in negotiating workplace policies	union issue around Bi Visibility day, discussion at Bi network meeting. Workshop at BiCon 'being bi in the workplace'
Publicise follow-up report to 'Complicated?' when available	No follow up report published
Include article in Out in UNISON on tackling biphobia in the workplace	Article in Out in UNISON 66

5. Domestic violence

Notes that domestic violence is underreported in general, with particular additional barriers for men, LGBT people, Black people and those seeking asylum or who do not have settled immigration status, for a range of reasons including historic and current relationships with the police/law enforcement and lack of appropriate training for police officers.

Action	Update
Contact police forces, encouraging specific training for domestic violence officer in handling diversity of LGBT couples, including understanding their racial identity or asylum or immigration status	Referred to the Police and Justice Service Group for action
Consider partnership with GALOP and other orgs such as NAZ Project or Southall Black Sisters who have experience of working intersectionally, providing details and materials to LGBT members and wider union	Information and resources shared on social media

6. Gender neutral toilets

Notes growing awareness of need to provide non-gender specific toilets and changing facilities in public buildings and workplaces, that are safe, accessible and give options for greater privacy such as individual lockable cubicles rather than open plan communal changing rooms. Notes that facilities at work must comply with requirements of health and safety legislation. Sometimes gender neutral provision can be as simple as changing signage. It should be integral to any redesign or new facilities. Also notes that public toilets have suffered long-term neglect, lack of investment and removal of staff. This impacts on accessibility of public space for the range of people who may need unhindered access to toilets.

Action	Update
Gather and publicise information on the need for safe and accessible	Included in motions to Higher Education, WET and Energy service group

gender-neutral toilet and changing facilities that can be used during negotiations or lobbying, raising awareness of this issue across UNISON	conference on non-binary inclusion
Consult with other UNISON bodies on opportunities to negotiate and lobby alongside others on provision of and access to public toilets	Referred to the Local Government service group liaison committee

1. Gendered dress codes in the workplace

Welcomes LGBT motions to women's, Black members, local government and police and justice conferences on issues arising from gendered dress codes at work. Also welcomes STUC guide to gender neutral dress codes, <http://www.stuc.org.uk/files/LGBT/webpage/Gender%20Neutral%20Dress%20Codes%20-final.pdf> , launched at 2017 STUC LGBT conference. Notes launch of Better Than Zero campaign, by young Scottish trade unionists, campaigning for better working conditions.

Action	Update
Promote STUC Gender Neutral Dress Codes guide – see link above	Referred to UNISON service group liaison committee
Promote and encourage the work of the Better than Zero campaign	UNISON Scotland LGBT continue to work with the campaign
Develop UNISON's best practice guidelines and bargaining factsheets on dress codes	Joint work with other self organised group – ongoing.

2. Towards a more inclusive self-organised group

Calls for discussions within the LGBT SOG on its future identity and name, noting that national young members forum have expressed a preference for organising on an LGBT+ basis, believing this would demonstrate more inclusiveness.

Action	Update
Continue work to improve the LGBT SOG policies and practices in welcoming non-binary members into the group.	Presentation on non-binary inclusion produced and given to each self organised group. Regional groups encouraged to take presentation into branches and regional SOG committees. Article in Out in UNISON 65
Produce a briefing on the future identity of the LGBT SOG	Briefing produced and shared widely
Use the briefing to consult on how to make the group more inclusive and	Consultation advertised widely using social media, and LGBT e-bulletin.

whether this requires a name change	Regional groups, branch groups and individual members encouraged to respond
Depending on responses to the consultation, consider proposals for change at 2018 LGBT conference, including any recommendation for a rule change at 2019 NDC.	Consultation welcomed the move to a more inclusive group. NDC Motion and Rule amendment submitted to LGBT conference for discussion.

9 Pronouns DO matter

Notes that using correct pronouns when referring to someone is vital to not only avoid hurt and insult but also in promoting inclusiveness.

Action	Update
Continue to encourage and back members asking everyone to communicate with their correct pronouns	Good practice continues with national LGBT committee. Discussion point in non-binary inclusion presentation
Use UNISON publications and social media to highlight the importance of correct use of pronouns	Included in the Trans Ally leaflet
Examine union guidance and practice in communications and propose amendments if necessary	Ongoing

10 The bisexual umbrella

Notes that UNISON uses a broader definition of bisexual than many other organisations and employers, who assume that everyone has a binary gender.

Action	Update
Produce a leaflet defining bisexuality, to clarify the bisexual umbrella	Definition of bisexuality used in the calling notice for the network meeting
Use social media and other UNISON communications to highlight how UNISON uses the bisexual umbrella	Bi network meeting calling notice shared on UNISON Organising space.

11 Equality monitoring – counting our LGBT members

Notes that UNISON has used equality monitoring data to effectively campaign around discrimination against women and Black members. Calls for improved data to be collected on LGBT members.

Action	Update
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Use social media and other UNISON communications to encourage members to use 'myunison' to update their personal details	Information shared on social media and UNISON organising space Opportunity to update information at LGBT conference 2017 & 2018
Request that regions collect data on the number of members who update their personal data.	Discussed at May regional convenors meeting
Request a new paper based application form that represents the diversity of UNISON	New membership form reflects new GDP Act.

12. Non binary visibility

Welcomes the non-binary factsheet and calls for factsheet to be circulated throughout UNISON structures. Calls for an audit of UNISON's forms and publications to ensure that gender-neutral language is used. See also resolutions 13 & 14

Action	Update
Continue audit of all UNISON forms (paper and digital) to identify where non-binary genders are missing	Ongoing
Update the non-binary fact sheet to include guidance on pronoun declaration, and to be inclusive of intersectional issues faced by Black, disabled and all non-binary people	Raised with and non-binary presentation given to national Black members and disabled members committee
Circulate the non-binary fact sheet to all branches	Non-binary fact sheet advertised widely, referred to in speeches at service group and self organised group conferences

13. Non-binary inclusion

Welcomes the continuing work of the LGBT group towards making UNISON organisation, events, policies, systems and good practice advice inclusive of non-binary members. See also resolution 12 & 14.

Action	Update
Support the NWC call for seats reserved for men to be replaced with general seats on the NEC and all other UNISON structures	LGBT Delegate spoke in support of the rule amendment at 2018 NDC Information included in conference edition of Out In UNISON
Identify non-inclusive gender references in the UNISON rule book	Non-binary issues, including non-inclusive gender references in the rule

and ask the NEC to submit the necessary rule changes	book raised at Equality Liaison committee
Continue with work to make everything UNISON does fully inclusive of non-binary members	Motion carried at national women's conference 2018. Motion submitted to NDC, (but ruled out as it called for consideration to a rule change) Model motion on non-binary inclusion circulated to regional LGBT groups to submit to regional councils

14 Non-binary recognition

Welcomes that UNISON has a history of fair and equitable representation of all members. Further welcomes the acceptance that some trans members do not identify within the gender binary system. See also resolution 12 & 13.

Action	Update
Raise with the NEC that non-binary members are excluded from standing for some positions in UNISON structures as there are only female and male seats.	Raised at equality liaison committee Included in speeches at NDC, Service Group and other SOG conferences. Included in the non-binary presentation
Consider creating a non-binary working group to identify all areas affected by this issue	Consideration given to creating a non-binary group, but decision made that the work would be overseen by the Trans caucus

15. Mental health and LGBT communities

Notes the disproportionate numbers of LGBT people who experience mental distress.

Action	Update
Work with other SOGs to identify community organisations who have experience in working with Black LGBT and migrant LGBT people with mental health issues	Highlighted and advertised UNISON's #MentalHealthMatters campaign. Promoted UNISON mental health bargaining guide Shared ILGA Europe 'come out for mental health' information and video
Develop a factsheet on mental health issues relating to LGBT people	Article in OUT IN UNISON 65 on the ground breaking mental health recovery course Article in OUT IN UNISON66

	signposting members to LGBT foundation, LGBT consortium and METRO
Encourage regions and branches to provide mental health awareness training to stewards, to include information about the high incidence of mental health difficulties experienced by LGBT people	Liaison with LAOS to add to stewards training.

16. Generic mental health services for the trans community

Notes the high level of trans people who attempted suicide and have or previously suffered from depression. It further notes the high level of health and social care staff who do not feel confident that they can meet the needs of trans people.

Action	Update
Develop a national strategy to promote trans awareness within branches in organisations that provide mental health care	Highlighted and advertised UNISON's #MentalHealthMatters campaign.
Issue guidance to promote awareness of mental health issues faced by trans members	Request made for a chapter to be included in the UNISON mental health guidance when revised
Consider a survey of trans members to collect information to provide further evidence on the need to improve mental health provision for the trans community	Watching brief for a trans survey on mental health that we can promote

17. Support services after hate crime

Notes the increased levels of hate crime, particularly after Brexit vote.

Action	Update
Use UNISON's annual equality survey to gather information on hate crime	Question included in 2018 equality survey
Share data collected with regions and branches	Data to be shared with regions and branches once available

Comp A – LGBT public service champions and recruitment

Notes that recruitment has been a cornerstone of LGBT organising and will again be a key priority. Continue to use the public service champions campaign materials at events, as an aid to recruitment.

Action	Update
Continue to include LGBT public service champions information in OUT IN UNISON and seek LGBT examples in other UNISON publications and social media	Continued whole-hearted adoption and promotion of UNISON's public service champions campaign, highlighting the LGBT perspective. LGBT Public service champions included in each edition of OUT IN UNISON in 2018.
Encourage regional groups to use public service champions materials at events across the country, encourage regional groups to use the GPF to bid for larger materials such as banners	Ongoing discussion with regional LGBT groups Artwork for LGBT public service champions selfie frames shared with regional groups
Encourage members to use public service champions materials at all events attended	Discussion with regional LGBT groups
Promote the new LGBT recruitment toolkit and encourage branches to use	Regional LGBT convenors requested to publicise at regional LGBT meetings

20. Young people and social media

Notes that less than 5% of UNISON members are young members, and the need to recruit more to build a union for the future.

Action	Update
Investigate using a more diverse range of social media platforms	Increased use of UNISON LGBT facebook page and twitter feed. UNISON LGBT instagram account launched at 2018 LGBT conference
Work with other areas of UNISON to ensure that online contacts with young members are developed into real relationships	Discussion at regional convenors on maintaining contact with young LGBT members
Develop a marketing plan to recruit more young members which includes the use of social media	Promote the recruitment initiatives of UNISON young members

21. Retaining LGBT members when they retire

Notes that retired membership is growing, but not all members become retired members automatically which leads to the loss of a good organising resource, political support and greater risk of isolation for members in old age.

Action	Update
Work with other SOGs and the national retired members committee to encourage the NEC to develop a	Raised at Equality Liaison committee

strategy on retaining members when they retire, including the production of appropriate resources	Staying involved leaflet launched at 2018 LGBT Conference
Review the retention and involvement of retired LGBT members in regional and branch LGBT groups and caucuses, and supporting LGBT retired members to participate in retired members organisation, publicising good practice	Ongoing discussions with regional LGBT convenors
Encourage regional LGBT groups to work with regional retired members groups	Discussions at regional LGBT convenors meetings

22. Queer Film Network

Notes the benefits of LGBT film festivals and the opportunities available to publicise UNISON's campaigns at film screenings.

Action	Update
Consider engagement with the Queer Film Network (QFN) and linking regional groups with local LGBT film festivals	Discussion at regional convenors meeting A number of regional LGBT groups have through UNISON's campaign fund hosted LGBT film events with the QFN
Liaise with the QFN to see if any local LGBT film festivals are running around the venue for LGBT conference	No local LGBT film festival in Harrogate in November
Consider working with the QFN to reinvigorate the LGBT film room at conference	Short LGBT films to be shown in film room at 2018 conference.

23. Progression not regression on LGBT equality

Notes that despite disappointment with the general election outcome in June 2017, Labour's overall MP tally increased and the Tory majority slumped. Expresses concern about Tory deal with the Democratic Unionist Party (DUP). Recognises that Labour's gains came through grassroots organising, Labour cohesion and voter engagement, assisted by many of our activists. Welcomes 2017 Labour manifesto but notes additional LGBT demands.

Action	Update
Continue work on young/LGBT+ voter engagement	Social media used to remind to register to vote and on the day vote for public services
Highlight DUP's regressive and anti-	Article in OUT IN UNISON 66

LGBT views	
Continue to campaign for outstanding legal demands including on same sex pensions, protection for 'sex characteristics', recognition of non-binary identities, an end to religious exemptions, strengthened trans protections, review of GRA, levelling up of hate crime protections	Raised with Labour Link
Campaign for EU (Withdrawal) Bill or equivalent to include protections and improvements of EU LGBT equality laws and oppose any attempts to appeal Human Rights Act	Raised with Labour Link
Lobby Labour to seek ways to roll back Tory welfare cuts, including to working families tax credits, single room rate and universal credit related cuts	Raised with Labour Link

24 Defending LGBT rights

Acknowledges risk that Brexit could lead to LGBT rights being rolled back, noting moves by current UK government to restrict equality laws and trade union activity and voting record of Tory and DUP MPs on LGBT equality issues.

Action	Update
Campaign to defend and extend our rights, publicising and raising awareness of any erosion of our rights	Major area of campaigning work for us. LGBT committee policy meeting held in Belfast to show support solidarity for colleagues in NI. We also supported a campaign initiative to mark the debate of Conor McGinn MP's private members bill on this issue. Draft response to the government consultation on the Gender recognition act shared widely
Continue to fight austerity agenda, which impacts disproportionately on LGBT community	Central and continuing work

25. Support LGBT asylum seekers and refugees

Notes discrimination and abuse faced by LGBT asylum seekers in detention set out in report 'No Safe Refuge' http://uklgig.org.uk/wp-content/uploads/2017/03/no_safe_refuge.pdf Recognises the vulnerability of LGBT asylum seekers and refugees who may continue to face isolation and discrimination even if their claim is successful.

Action	Update
Raise awareness of MPs and beyond of this discrimination and abuse and of wider situation for LGBT refugees within the UK and abroad	Raised the issues with Labour Link. Representative from UKLGIG addressed the Black Caucus network meeting highlighting their 'still falling short report'
Support regional and branch groups in linking with local community networks that support LGBT refugees and asylum seekers	Motion submitted to 2018 National Black members conference. Regional groups encouraged to seek out and support local groups

26 Supporting unaccompanied young asylum seekers in Scotland

Welcomes Scottish government commitment to give a home to unaccompanied young people fleeing persecution in their countries of origin. Many are LGBT+ and have to deal with traumas associated both with their home country and in transit.

Action	Update
Raise awareness of issues with branches and regions, calling for training for staff who work with these young people	UNISON Scotland LGBT group taking the lead on this work
Encourage LGBT members to consider offering supported accommodation for these young people via bona fide local authority schemes	UNISON Scotland LGBT group taking the lead on this work

27. Mental health matters

Notes that mental health is a workplace issue and that there are particularly high incidences of mental ill health among LGBT people. Notes the context of public spending cuts on mental health and mental health services, including particular issues for young trans people. Welcomes UNISON's mental health matters campaign, calling for more investment in mental health services and improved support for workers experiencing mental health issues, and the development of mental health champions.

Action	Update
Continue to promote NatCen findings on impact of spending cuts on LGBT people and services	NatCen research findings highlighted in appropriate situations / events
Promote UNISON's mental health matters campaign, providing LGBT	See motion 15

information and demands	
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28. Medical pathway for gender transition

Notes the difficulties people can face when taking a medical transition pathway, particularly in Cymru/Wales. Expresses concern at the lack of consistency between different areas and lack of appeal process for those refused treatment. Notes moves towards nationally agreed care pathways in the devolved nations.

Action	Update
Engage with health service group, emphasising the importance of appropriate medical care pathways for gender transition	Reference sent to Health Service group
Support lobbying of the UK and devolved governments for best practice guidelines and how to simplify the process	Watching brief for a campaign that we can support and publicise

29 Reform of the Gender Recognition Act

Action	Update
Support the Equal Recognition Campaign http://equalrecognition.scot and its demands for gender recognition in line with international best practice of self-declaration, gender recognition for under 18s and legal recognition of non-binary identities	Shared information on social media, by email and e-bulletin. UNISON and UNISON Scotland submitted responses to the Scottish Consultation Model response to Westminster consultation promoted widely
Lobby MPs and MSPs in support of these campaign objectives	Joint union briefing for Labour MPs and Peers at Westminster in March 2018.
Counteract scaremongering by media and some union/labour movement about GRA reforms, raising awareness of the need for change	Myth buster included in Westminster briefing. Amended briefing circulated to regional groups and widely throughout the union.

30. Self-declaration of gender identity in women's services

Notes that is no one universal experience of womanhood but that all women, trans or not, face sexism and gender-based violence. Notes that UNISON has always used self-declaration of gender identity for women's self-organisation. Commends Scottish Women's Aid, Rape Crisis Scotland and Engender on

their trans-inclusivity and adoption of gender self-declaration for accessing women's services.

Action	Update
Publicise and promote good practice on trans inclusive women's services in UNISON and in community and public services	Briefing for MP's and Peers on changes to the Gender Recognition Act Trans Ally leaflet produced and publicised widely Fringe Meeting held at NDC Briefings given to other self organised groups, regional groups and service groups.

31. Protecting trans prisoners

Notes crisis in prisons due to privatisation and funding cuts, leading to tragic consequences for most vulnerable prisoners, including trans prisoners, particularly where trans women are held in male prisons

Action	Update
Call on governments to house trans prisoners according to their presented gender, ending discrimination against trans prisoners without a GRC	Referred to Labour Link
Call on the Ministry of Justice to monitor for trans people, to understand their representation in the criminal justice system and identify resources needed to support them	Referred to Police & Justice service group

32. Trans and gender non-conforming young people in schools, colleges and universities

Notes with concern high levels of transphobic bullying in education, despite young people who have expressed any desire to transition socially, including non-binary young people, having the protected characteristic of gender reassignment under the Equality Act 2010

Action	Update
Work to reduce gender stereotyping of young people in education	Referred to Higher Education Service Group
Call for positive trans inclusion in curriculum, including gender non-conforming and trans role models; and for provision of gender neutral facilities plus improved design providing for	Referred to Education service group to work with the Industrial relations and School stakeholders team for inclusive sex and relationship education

greater privacy	
Raise awareness of Equality Act requirements of education providers towards young trans people including updating name, gender title and pronouns on records, maintaining confidentiality about gender history and preventing harassment and bullying, including misgendering pronouns and dead-naming	Ran a workshop at the Gendered Intelligence event for young trans people. The workshop covered Trans rights at work, but many questions were on trans rights in education.

34. Care of older lesbian, gay, bisexual and trans people

Recognises that LGBT people can become isolated in older life and have particular needs as they age, which may include care needs. Notes lack of LGBT awareness in many parts of care sector, despite Equality Act obligations of care providers to meet needs of all service users.

Action	Update
Raise awareness of particular needs of older LGBT people	Raised at Branch LGBT officers training and regional LGBT convenors meeting. Fed into TUC response to the Government Women and Equalities Select Committee inquiry on LGBT communities and mental health services

35. Surviving partners' pensions

Notes continuing inequality in works pensions provision, despite long-term campaigns, with Tory government refusing to act on grounds of 'retrospection' and Labour appearing to share this view. Welcomes July 2017 Supreme Court decision in case of Walker v Innospec, which relies on EU law, but notes uncertainty as to whether this will achieve UNISON's objectives to bring widowers pensions and those for surviving same sex spouses and civil partners in line with those for widows, in all respects.

Action	Update
Work with others to develop a broad-based and sustained campaign on this	Cautiously welcome the April 2018 Government briefing paper on surviving partners pensions in public sector pensions schemes

36. The blood ban continues

Welcomes reduction of deferral time from donating blood and platelets for men who have sex with men from one year to 3 months in Scotland, England and Wales. The one year deferral period remains in N Ireland.

Action	Update
Lobby for any restriction to be based on the most up to date science, not stigmatising assumptions	UNISON Northern Ireland hosted a conference with chief medical officer as guest speaker Continue to lobby for Northern Ireland to have 3 month deferral time

37. Pride events open to all

Notes increasing commercial sponsorship of pride events and how this can lead to true nature purpose and community spirit of pride becoming marginalised. Notes further issues which can arise from police and local authorities restricting attendance and/or imposing large costs on organisers. Expresses concern that owing to such restrictions, London Pride 2017 nearly went ahead with a complete absence of bi groups, though a compromise was finally reached.

Action	Update
Work with key allies to promote best practice in making pride events open to all parts of the LGBT community	Raised at TUC LGBT+ committee Discussion at regional LGBT convenors meetings

38. Our place on the global stage post-Brexit

Expresses concern about erosion of LGBT domestic and international rights post-Brexit, given Tory priorities (profit), values and preferred allies. Notes that UK hosting 2018 Commonwealth Heads of Government Meeting (CHOGM) and welcomes UNISON LGBT initiatives to work with ILGA and The Commonwealth Equality Network to secure a place of LGBT rights on the agenda. See also motion 44.

Action	Update
Campaign for inclusion of social and environmental protections, LGBT, human and workers rights in trade negotiations	Motion to 2018 NDC was passed
Continue links with international allies, including towards and beyond 2018 CHOGM	UNISON LGBT Hosted ILGA Europe event at the UNISON centre. UNISON International and Lord Collins of Highbury co-hosted a CHOGM side meeting on LGBT rights at the

	UNISON centre Briefing on union organising for LGBT equality produced for CHOGM meeting
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39. Persecution in Chechnya

Notes co-ordinated government campaign in Chechnya to abduct, detain and torture men suspected of being gay, despite denials by Chechen President and his spokesperson that gay people even exist in Chechnya. Over 100 men have sought assistance from the Russian LGBT network, though state officials have sought to pressure them and their families into silence. Welcomes action by ILGA-Europe to support its member organisation Russian LGBT network in assisting men and endangered family members escape. Also welcomes global outcry from global unions, governments and human rights organisations, such as Amnesty International.

Action	Update
Support ILGA-Europe in its work of monitoring situation, demanding effective remedy for victims and thorough investigation, promoting dedicated fund for this work	ILGA Europe information shared by e-bulletin and social media Included information in Horrible Histories pass notes in OUT IN UNISON64
Encourage support for Amnesty International LGBTI human rights initiatives	Raised with UNISON International Amnesty International campaigns shared by e-bulletin
Continue to campaign for improved access for LGBT asylum seekers in the UK	Motion to 2019 Black Members conference. Speaker at Black network meeting from UKGLIG

40. Securing LGBT rights on ILO agenda

Notes that the ILO is the UN body empowered to set standards for workers rights and monitor and supervise their implementation. It is slowly being established that the ILO has the remit to work on LGBT equality, following sustained union pressure. Welcomes inclusion in Public Services International (PSI) programme of action 2018-22 of proposals from UNISON to follow this up, working for confirmation that anti-discrimination Convention 111 covers LGBTI workers. Notes need to bring other global union confederations on board with this.

Action	Update
Urge the TUC to continue to work for inclusion of all forms of discrimination in work programme and policies of ILO, to promote LGBTI equality internationally	Referred to UNISON International
Work with sister unions, PSI and Education International to encourage	UNISON submission on LGBT actions adopted by PSI general council and

other global union federations to work on LGBTI equality	agreed at 2017 congress. Delegates attended Pre Congress LGBT forum Delegate attending PSI global trade union meeting on LGBTI rights
Develop campaign towards the ILO to confirm that Convention 111 covers LGBTI workers	Referred to UNISON International

41. Palestine: 50 years of occupation, 10 years of siege

Notes that 2017 is 50th anniversary of the occupation of East Jerusalem, the West Bank and Gaza, the 10th anniversary of the siege of Gaza and the centenary of the Balfour Declaration, highlighting the devastating impact on people's lives. Reaffirms previous conference resolutions to promote UNISON policy to support Palestinian people and boycott, divestment and sanctions against Israel's occupation. Welcomes new UNISON 'Dangerous Occupation' exhibition and booklet and updated guidance on pensions fund divestment.

Action	Update
Encourage action in support of Palestinian rights, raising LGBT people's awareness of why they should not go on holiday to Israel	Motion to 2018 LGBT Conference
Publicise PSC www.palestinecampaign.org and encourage people to become members	Links to PSC included in LGBT e-bulletin
Publicise and support 'No to Pinkwashing' campaign www.nopinkwashing.org.uk	Ongoing
Promote UNISON policy/guidance on pensions fund divestment	Article in OUT IN UNISON66

42. Racism within the LGBT community

Notes that the LGBT community is no exception to the institutional racism across society, citing many examples, from whitewashing of the role of Black LGBTQ people in Stonewall riots, to 'blackface' acts at prides, to overt, often unchallenged racism on dating apps. Expresses concern about rise in racist hate crime in the UK since the EU referendum and attempts globally by the far right to co-opt white LGBT people. Notes particular targeting of hate at Muslim LGBT people. Welcomes Black LGBT initiatives including UK Black Pride and #stoprainbowracism campaign, but notes we all need to be part of the fight against racism.

Action	Update
Include specific training on racism in the LGBT community and Black LGBT	Included in 2018 branch LGBT officer training

issues in annual branch LGBT officer training	
Publicise hate crime reporting mechanisms and highlight these issues in Out in UNISON	Equality Fringe at NDC, article in conference edition of Out in UNISON
Promote Black LGBT visibility, particularly during LGBT and Black history months	Articles in both Black Action and Out in UNISON
Continue support for UK Black Pride, promoting event widely	Workshop on the GRA / being a good trans ally and a stall at 2018 UK Black Pride

43. Homeless Black LGBT asylum seekers

Notes national housing crisis and exponential rise in homelessness. Notes some improvements in housing situation for asylum seekers under the Homelessness Reduction Act 2017. But notes that many Black LGBT asylum seekers and refugees still receive 'non-priority need' decisions from their local authorities. If then refused emergency support, they risk ending up destitute and street homeless. This is compounded by services being affected by post-Brexit austerity and the resurgence in scapegoating of asylum seekers and refugees.

Action	Update
Continue to raise these issues with parliamentarians, promoting the work of organisations supporting LGBT asylum seekers and refugees	Referred to Labour Link
Encourage branch and regional support for organisations such as Stand up to Racism	Raised at regional LGBT convenors meeting
Highlight cuts to support services, including in UNISON campaigns to defend public services and for equality	Publicised UNISON campaign to defend public services

44. Risks of 'Blaxit' – the impact of Brexit on Black LGBT people

Notes the detrimental impact of the Brexit vote on LGBT communities, Black LGBT people and, particularly, Black LGBT asylum seekers and refugees. Particularly affected are those in need of social care, subject to immigration control and with no recourse to public funds. Notes the difficulties for LGBT people fleeing human rights abuses in establishing claims as the threshold of evidence is so high as to be virtually unattainable. Further notes that permanent residence requires an individual income threshold of £35k, while most migrant workers are in low paid, precarious work.

Action	Update
Work with UNISON strategic organising	Referred to strategic organising unit

unit to develop work organising LGBT migrant workers	
Raise awareness of impact of Brexit on Black LGBT people, including migrant workers, asylum seekers and refugees, and gaps in human rights legislation which leave LGBT people particularly vulnerable	Motion to 2018 Black Members conference. Workshop with UNISON strategic organising unit at 2018 Black Members Conference

45. Support for the current Labour leadership

Notes unprecedented numbers of LGB MPs elected in 2017 general election, with 19 out LGB Labour MPs and 2 new disabled MPs. Welcome Disability Labour's manifesto 'Nothing about you without you' and its commitments. Asserts belief that rise in grass-roots membership endorses Jeremy Corbyn's leadership, which UNISON has supported from the start. Notes Jeremy Corbyn's commitment to LGBT rights and understanding of intersectionality. Notes the need to be prepared for the next general election.

Action	Update
Support and promote members' involvement in LGBT Labour and BAME Labour and in campaigning for a Labour government	Committee members encouraged to become members of LGBT Labour Delegates elected to attend LGBT Labour AGM Black network meeting encouraged attendees to join BAME Labour
Work to keep our issues on Labour's national agenda	Referred to Labour Link

Emergency motion 1 - Trans equality is everyone's concern

Notes unprecedented numbers of LGB MPs elected in 2017 general election, with 19 out LGB Labour MPs and 2 new disabled MPs. Welcome Disability Labour's manifesto 'Nothing about you without you' and its commitments. Asserts belief that rise in grass-roots membership endorses Jeremy Corbyn's leadership, which UNISON has supported from the start. Notes Jeremy Corbyn's commitment to LGBT rights and understanding of intersectionality. Notes the need to be prepared for the next general election.

Action	Update
Counteract transphobic myths, including myth that trans rights are a threat to women's safety or equality	Continuing work
Produce guidance on being a good trans ally and encourage all non-trans members to become allies for trans equality	Article in OUT IN UNISON 64 Leaflet issued and circulated widely
Prepare briefing on Westminster	Westminster Briefing published and

consultation on GRA reform, once published and publicise issues	shared widely
Engage members in counteracting myths and scaremongering, and seeking agreement of best practice workplace trans equality policies, based on new UNISON model policy	Scottish Trans myth buster circulated UNISON model trans policy circulated widely

Explanation of terms

Bi	Bisexual
Comp	Composite motion
e-bulletin	Monthly email of UNISON LGBT news and events
EPSU	European Federation of Public Service Unions
EU	European Union
Gender binary/ Non-binary	Classification of sex and gender into two distinct 'opposites' of male and female. Non-binary people do not identify as solely male or female
GPF	General Political Fund
ILGA	International lesbian, gay, bisexual, transgender and intersex association
ILGA-Europe	European region of ILGA
ITUC	International Trade Union Confederation
Labour Link	UNISON department that works directly within the Labour Party to take UNISON's policies into the heart of the party
LGBT	Lesbian, gay, bisexual, transgender
LGBT Labour	Labour Campaign for Lesbian, Gay, Bisexual and Trans Rights: affiliated to the Labour Party
NatCen	Independent social research institute – commissioned by UNISON to investigate LGBT effect of public spending cuts
NBMC	National Black Members Committee
NDC	UNISON national delegate conference
NEC	National Executive Council
Out in UNISON	Newsletter on LGBT equality in UNISON
PSI	Public Services International – global umbrella for public service unions
SOG	Self-organised group
Trans	Transgender
UNISONplus partners	Suppliers who give deals and discounts to UNISON members

Appendix 2

Attendance at national lesbian, gay, bisexual and transgender members committee

P = present A = apologies R = resigned

- = not yet a member of the committee or had left committee

Blank = neither attended nor submitted apologies

	January	April	July	September
EASTERN				
Chris Sale	P	A	A	A
Katie Kennington	P	P	R	-
EAST MIDLANDS				
Sean Bowler	P	P	P	A
Donna Rebouse	P	P	P	P
GREATER LONDON				
Jackie Lewis	A	P	P	P
Dave Cosgrave	A	P	P	P
NORTHERN				
Carrie Pearson – Loughlin	A	P	P	A
Jennifer Black	P	P	P	P
NORTHERN IRELAND				
Martin Mc Connelogue	P	P	P	P
Gillian Foley	A			
NORTH WEST				
Eileen Best	P	P	P	A
John McSwiggan	P	P	P	P
SCOTLAND				
Elaine Duffy	A	A	A	A
Michael Craig	P	P	P	P
SOUTH EAST				
Lucy Power	P	P	P	P
Suzanne Whistance	-	P	A	-

SOUTH WEST				
Darienne Flemington	P	P	P	P
Kaz Williams / Yukiko Hosomi	P	P	P	P
CYMRU / WALES				
Richard Tanswell	P	P	P	P
Gillian Southby	A	A	P	P
WEST MIDLANDS				
Jennie Antonio	A			P
Andy Chaffer	A	P	P	P
YORKSHIRE & HUMBERSIDE				
Maz Cotterill	P	P	P	P
Ian Guest	P	P	-	-
BLACK MEMBERS CAUCUS				
Dettie Gould	P	P	A	A
Bev Miller	P	P	P	P
Jaden Biggs / Davis Mac-Iyalla	P	P	A	P
Anu Prashar	P	P	P	P
Natalie Forbes-Smalley	P	P	P	P
DISABLED MEMBERS CAUCUS				
Louise Ashworth	P	P	P	P
Neil Adams	P	P	P	P
Gerard McGrath	P	P	A	-
E J Kingsley-Grace	P	P		P
Hannah Stevenson	A	P	P	P
BISEXUAL MEMBERS CAUCUS				
Jade-Su Armstrong	P	P	P	A
Natalie Roberts	A	R	-	-
TRANSGENDER MEMBERS CAUCUS				
Dave Merchant	P	P	P	P
Emma Procter	A	P	P	A

Appendix 3

Monitoring for fair representation

National LGBT committee 2018

There were some changes to the committee during 2018 – this data represents the membership at the beginning of the year. 32 members of the committee returned their forms. All figures in the table are given as percentages. Because of rounding up/down and some questions not being answered, figures do not necessarily total 100%. Only 45% of the National Executive council returned their monitoring forms.

Figures in brackets show committee 2016 figures.

	National LGBT committee members (%)		UNISON National Executive Council (%)
Gender			
Female	59	(62)	50
Male	38	(35)	50
No answer	3	(3)	
Do you identify as			
Lesbian	44	(50)	Figures not available
Gay	24	(29)	
Bisexual	16	(15)	
Transgender	13	12)	
Other		(-)	
Service group			
Local government	50	(53)	43
Health care	22	(15)	27
Higher education	6	(12)	10
Energy	3	(3)	3
Police & Justice	9	(9)	-
WET	-	(-)	3

Community No Answer	9 (9)	10
Sector Public Private Voluntary	84 6 9	(82) (6) (12)
Information not available		
Occupational group Managers Technical Professional Personal and caring services Administrators Clerical and secretarial Other non-manual Other manual Other occupation	22 6 34 3 16 3 6 - 9	(26) (-) (35) (3) (12) (-) (12) (-) (9)
Figures not Available		
Subscription band (£ income) A – D (up to 11k) E – G (11.01 – 20k) H – K (over 20k) In education Did not answer	9 9 82 - -	(6) (3) (89) (3) (-)
9 30 61		
Hours per week 35 or more 30–34 16–29 Fewer than 16	91 - 3 6	(93) (-) (6) (3)
Figures not Available		

Age			
16–26	3	(3)	-
27–39	28	(21)	23
40–49	19	(35)	20
Over 50	50	(41)	57
Did not answer / not known	-	(-)	-
Black members	21	(15)	10
Disabled members	53	(56)	23

