



Putting politics back into Pride



A UNISON practical guide to recruiting and organising with
Pride



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1. Introduction

There are pride events virtually every weekend throughout the UK, they range from the huge events like London, Birmingham or Manchester Pride, through to small community pride events such as Bolton, Flintshire, Thanet and West Lothian. Additionally, there are specific pride events for Bi, Trans, Black and Disabled people. It is important that you think about what you want to achieve prior to the event.

Recruitment of not only new members, but new activists is obviously the first priority, but a very close second is the visibility of UNISON. You'll need to think about how to attract people to your stall. What materials you have on the stall and how they are presented. What campaigns you will highlight and the best way to do this.

This guide has been developed to support activists in achieving these objectives. It also highlights ways in which we can combat the commercialisation of Pride and ensure that they continue to be rooted in Politics and protest; and progressing LGBT+ equality and increasing visibility.

1.1 The History of Pride

Pride started as a protest. The parades and marches that we see now come from the protest marches of the first prides. LGBT+ people and their friends marched because it was commonplace for people to think that LGBT+ people shouldn't be seen or heard and homophobia, biphobia and transphobia was endemic, so in protest against this, they demonstrated!

In 1970, a few brave people marched through London in response to the 1969 Stonewall riots, in New York in which lesbians and black trans women were some of the key activists involved in the uprising. Prides are commemorations of those Riots, which helped create an LGBT+ movement. From the very outset, Prides have been an expression of our intersectional identities as LGBT+ people.

UK pride events have come a long way. In 2015, the parade in London numbered tens of thousands, with hundreds of thousands watching. And London is no longer the biggest UK pride. Over 70 events took place last year, with new community Pride events continuing to be organised adding to this number, including the well known ones and some that are more niche! But it's not all good.

Pride is still about visibility but sometimes the protest can be lost amongst the outfits, the corporate sponsorship, the alcohol and the party. UNISON supports many Prides, sometimes to help them get off the ground, but always to demonstrate our commitment to LGBT+ equality and usually in order to recruit lots of new members. We can have mixed success.

Our profile and influence at the big events can't compete with the Starbucks, the Barclays and the Tesco's, as it's cash that does the talking. And where crowd control, pricey entrance tickets or just sheer noise and numbers keep people away from our UNISON stalls, we can't have those vital recruitment conversations. It is fair to say that politics has almost disappeared from some Prides, but not all.

1.2 Our principles for organising Pride events

The TUC led union and community discussions (including UNISON members) about the principles for organising pride events, these concluded:

- Pride should try to provide for everyone's interests, but Pride events must be and stay political;
- It should be a celebration of our community and achievements and an affirmation of our visibility;
- It should reflect our history of campaigning for liberation and the reality that full equality is yet to be achieved;
- Pride must be free, open and accessible to all parts of our community, particularly disabled people;
- The direction, form and content must be determined by LGBT+ people themselves, who will, in turn, be accountable to the LGBT+ communities; and
- Pride must be run on a not-for-profit basis.

2. Planning, Funding and working with Branches

2.1 Planning your Pride activity

It is wise to **plan in advance** for the Pride events your Regional and/or Branch LGBT+ Self Organised Group (SOG) intent to participate in or hold.

Many of us enthusiastically want to try to be involved in everything, but it's important that you are **realistic** with the resources you have available both in terms of people and budget.

It is often useful to **hold a planning session** with your Regional/Branch LGBT+ SOG at the beginning of the year. Everyone can then be involved in the decision making of which Prides to participate in and you can **gage the appetite of your activists** to give up the hours it will take in preparation and on the actual day. Consideration should be given to those Prides rooted in Politics and are aligned with our principles, of inclusivity, accessibility, free to enter, not-for-profit, reflect our history and ran by and accountable to the LGBT+ community.

2.2 Funding

Another important reason for planning in advance is to ensure that you meet the deadline for submitting your [Campaign Fund](#) Application. Information on the fund the Application Forms and the deadline are circulated in advance via the National LGBT+ Officer.

If events come up after the deadline, don't worry you can submit a **regional pool bid** or seek **financial and organising support from local branches**.

2.3 Sub-regional organising

Some Regional LGBT+ Groups have established "**Sub-Regional**" or "**Area**" **Organising Roles** on their committee. These seats often take a co-ordinating role when it comes to the practical arrangements around Pride events.

It's important to stress that they will still need support from the wider membership on the day but they will usually be the principle point of contact with the organisers and will circulate information to members and branches; including details of setup arrangements and a rota for the stall.

SAMPLE ROLE DESCRIPTION: SUB REGIONAL ORGANISER

- To contribute to the development of the annual Regional SOG Committee Action Plan and Campaign Fund Bid;
- To co-ordinate recruitment and campaigning activities within the sub-regions as outlined in the SOG Committee Action Plan, particularly at Pride/other events;
- To liaising with Branches and other organisations in order to widening participation of UNISON members in Pride and other activities within the sub-regions;
- Work with Branches within the sub-regional area in developing Self Organised Groups and their negotiating and bargaining activities regarding equality as appropriate;
- To recruit and organise a team of activists to support the sub-regional work which has due regard to proportionality; and
- To provide regular updates to the committee and a written report for the AGM.

2.4 Working with Branches

As more and more local community Pride events are arranged, it is important that Regional LGBT+ Groups reach out to local Branches, remembering that not all branches are Health or Local Government. They have a lot to gain from helping you run the stall. Not only the opportunity to recruit new members into their branch, but they are also the activists rooted in the locality, and potential members (and existing members) will often discuss workplace issues when they speak to activists on our stalls. By working with Branches we can make these connections and help branches develop their own LGBT+ organising capacity, even set up a branch LGBT+ self-organised group. Some branches are also happy to provide the 'freebies / merchandise for the event.

This approach helps increase our capacity, tapping into Branch LGBT+ Activists who may not participate at a regional level and Branch allies who are keen to support our work, helping to spread the load, when trying to participate in Pride events across the whole region. We can also play a key role of linking up activists from different branches to share resources and to facilitate our participation in local events.

2.5 Case Study: Inter-Branch Organising

BRANCHES WORKING TOGETHER FOR GRAMPIAN PRIDE

Unison Scotland North East Branches (Universities, Aberdeen City, Aberdeenshire and Health) came together to work on cross branch promotion and support for LGBT+ colleagues. This cross-branch working has resulted in LGBT+ members feeling less isolated and more confident about participation in events such as Pride which has been a hook to getting members involved. All events have been promoted to LGBT+ members and allies to give confidence to those who are hesitant in coming forward, with the aim of having sufficient numbers of LGBT+ members involved to form a Self-Organised Group.

Lunchtime meetings and socials were arranged to plan for Pride and other events whilst building solidarity and sharing skills and experience across the team. All the decisions were taken by LGBT+ members and supported by allies.

Unison North East Branches were proud to be part of Grampian Pride on Saturday 25th May 2019 to celebrate the diverse LGBT+ community in the north east of Scotland. 2019 marked 50 years since the Stonewall riots in 1969 which started the Pride movement and Branches theme was centred around 'Rainbow Resistance'. The 10-metre float was brightly decorated and with members dressed in rainbow colours with protest placards highlighting the achievements that the LGBT+ community have made over the last 50 years.

Having the first ever UNISON float at Grampian Pride give the group real pride in their achievements and has been the catalyst to getting equalities issues onto branches agendas.



3. Making Prides political

3.1 Working with Pride organisers

Most Pride's will have an organising committee; hold an annual general meeting; or hold involvement/listening events, these are a fantastic way of making sure our members voices are heard.

Don't be put off if your local Prides doesn't do these sorts of activities, pick up the phone or drop them a line. Most organisations like our own depend upon volunteers; they will usually be keen to collaborate. It can also be useful to co-ordinate with other trade unions to show our collective strength, the TUC organises like us in regions many of whom have active TUC LGBT+ Networks.

It's good to think about what you want to **ask of them and what you can offer**, this could be as simple as wanting to:

- ✓ march alongside other trade unions and the labour movement in the Pride march;
- ✓ hold a political fringe event as part of the Pride programme;
- ✓ Seek agreement regarding ethical procurement – see our 'Pride in Procurement' Factsheet on our website: www.unison.org.uk/out.
- ✓ Suggest a political speaker aligned with one of our campaigns;
- ✓ Making sure Prides are inclusive- and have something for LGBT+ families; and
- ✓ Seek opportunities to maximise our visibility at these events.

3.2 Case Study: Bringing Politics to Pride

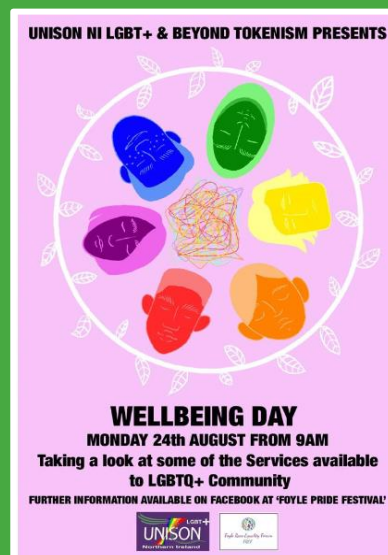
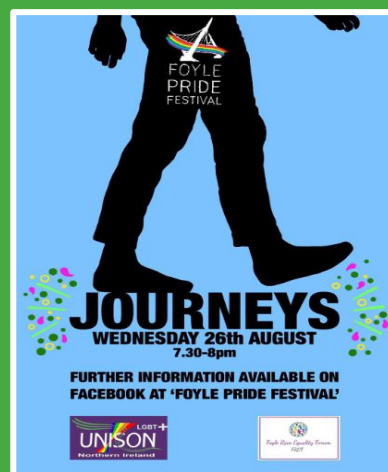
FOYLE PRIDE FESTIVAL

UNISON Northern Ireland LGBT+ Group worked with Beyond Tokenism and other partners to host a series of events as part of Foyle Pride.

'Journeys' was a video project, which captured LGBT+ people telling their stories using an object, anything from keys, a photo or a mug. They covered a large range of issues from homelessness to our work on Palestine. This was a great success with over 1800 views online and has been a great tool to highlight their work and recruit new members.

The group also ran a **'Wellbeing Day'** with contributions for a range of partners looking at everything from appropriate language to the PSNI (Police Service of Northern Ireland) letting the community know how to report hate crime. The event also highlighted Youth Services from Cara-Friend and LGBT+ Services from the Rainbow Project. Again, this had a great response with several thousand views and shares on social media.

These videos can be viewed on the Foyle Pride Festival YouTube Channel and Facebook page.



3.3 Taking on the far-right at Pride

UNISON has well established policy on taking on the far-right. As part of this work, UNISON has long since included information on tackling the far-right on our Pride stalls including carrying Hope Not Hate materials.

In the recent past, we have seen far-right political groups seeking to take part in Pride events across the country, despite the well-documented anti-LGBT+ attitudes of many of the leaders of these groups.

We must remain vigilant and make sure that where UNISON is supporting pride events, we make it a condition that all participating groups sign up to shared principles and values.

But these principles and values need to go beyond acceptance and inclusion. It's not a matter of mere tolerance. They must include a commitment to equality, justice and human rights, including trade union rights, and to welcoming refugees and asylum seekers seeking safe haven in the UK from anti-LGBT+ persecution. Statements from any group, its leaders or representatives which deny or contradict these values and principles must be grounds for exclusion from pride.

We need principles that make us proud. It is important that we share these principles with Pride organisers with a view to negotiating them being adopted.

3.4 Taking on Anti-Trans Groups at Pride

We have recently seen trans exclusionary radical feminist protestors and other Anti-Trans Groups infiltrated Marches, with their anti-trans placards, banners and shouting similar hateful slogans at Prides across the country. Their approach often takes the form of not registering to participate, infiltrating the March and taking up prominent position at the front, given them further publicity to their protests in articles in local media outlets.

Often, this catches Pride organisers off guard, and they scramble to issues statements, but these often come too late and lose the moment to challenge these views head on.

UNISON believes that there are actions we can take to challenge these views and to be prepared should these situations arise, these include:

- Continuing to educate members and campaign against the actions of these trans exclusionary radical feminist groups, including through social media and media articles;
- Produce a model statement about what these groups stand for and why they are not welcome at LGBT+ events;
- To engage with local Pride events with a view to getting them to adopt the statement and develop a strategy about how they respond if those groups attend Pride.

The National LGBT+ Committee regularly shares updates regarding these types of developments and in particular details of where these campaigns have been won.

If you are unsure or wish to seek further guidance or advice contact the National LGBT+ Officer who will be happy to assist or put you in contact with others campaigning for similar agreements with Pride organisers.

4. Running and starting up new Pride events

Pride events don't have to be a large scale affair, if you are organising a brand new Pride, it is probably wise to think small to start with, such as a picnic, film screening, or small "market place" event. Prides should be judged on what they do in line with our shared principles (see page 3) and not the size of the event itself. Small events can have a real impact.

4.1 Event checklist

Here is a Pride event checklist of key things to consider:

✓ **Location and date**

Think about the venue, look for accessible public buildings which are often cheaper than commercial ones, also consider what other events are taking place, try to avoid other Prides already scheduled to take place in the region.

✓ **Establishing an organising team**

You will need a core group of people who are prepared to give up enough time and energy to setup your event, this might be UNISON activists or possibly another local LGBT+ organisation willing to partner up who share are values.

✓ **Funding**

Pride events cost money. You could consider making a campaign fund application (see page 3) and/or seek donations from branches, other trade unions and community organisations. You may need to consider direct fundraising such as a bake sale or raffle. Consider what you can get for free, such as venues or local performers.

✓ **Community engagement and public support**

Speak with local LGBT+ Groups, trade unions, student unions, LGBT+ venues and the council when you are considering setting up an event, it is essential that you gain their support if your Pride event is to be a success. Ask them if they can dedicate sometime to help plan and organise an event, this will help build ownership of it within the community. Consider holding a public meeting to get individual members of the public engaged and talk to the local press on how they can help get the word out.

4.2 Case Study: Supporting new Pride events

SURREY'S FIRST PRIDE

UNISON South East Regional LGBT+ Group, jointly with Surrey County and Kent Police and Justice branches participated in Surrey's first Pride. The UNISON stand was in the middle of the event space, and very visible.

Volunteers took it in shifts to manage the stand and sent out 'runners'. Runners wore UNISON t-shirts, with rainbow lanyards, and a couple to spare. They approached people in the event space asking whether they were a member of a trade union and inviting them to the stand. Sometimes enticing them with a lanyard. This kept the stand busy all day. This approach got them out across the event, being visible and being seen as friendly and welcoming. The rainbow lanyards were a real hit, and probably brought in more people than any other merchandise, helping them to recruit new members.



5. Engaging, Recruiting and Campaigning at Pride

5.1 Engaging people with your stall

We can recruit in many places, and around many events. It all starts with a bit of planning and finishes with a smile. Having something interactive is key, anything that stops people from walking by.

Many Pride events provide a table and a couple of chairs, however this doesn't mean that you need to sit or stand behind the table. A table can be seen as a barrier, so it might be worth putting that at the side or back of your area or stall. The table should have the materials that you want to share with people on, and not littered with dirty cups etc. Eye catching pull up banners, which are relatively cheap to purchase, help to highlighting our work and the reasons to join our union.

The ILGA maps, selfie boards, quizzes and local campaigns are other great conversation starters. Current petition are a great way to engage people: simply stopping someone and saying "Will you add your voice to our campaign speaking up for public services?" should work. This is enough to engage most people and never be surprised at how many people will quite happily sign up off the back of this.

Recruitment is an essential part of holding any stall at Pride, it's important to think about the training needs of your activists volunteering on your stall. It is important to consider if your volunteers are confident in speaking to members of the public. Activists have different levels of confidence in talking about the union. You may wish to consider providing pre-event training or giving them a factsheet and a briefing at the start of the day or pairing up experienced and less experienced people so that they can learn on the job.

5.2 Case Study: Engaging people through selfie boards

GOING VIRAL WITH PRIDE SELFIES

Many Regional Groups have purchased very bright and very large selfie (photo frame) boards which have proven very popular, with people flocking to have their picture taken with their friends.

Members have found by asking people to share their picture online, using hashtags and/or tagging our social media channel into their post has helped to spread our message reaching other potential members and raising the profile of our campaigns.

These created a real buzz around the UNISON stall, which enabled activists to start those all-important recruitment conversations.



Try and use the hashtag of the event; #unisonpride; and tag us @unisonlgbt+, and make sure that you get the permission of the person being photographed that it can be shared. It is always good if there is a UNISON banner or t-shirt on show as people do tend to share their social media photographs, and we get even more publicity.

5.3 Recruitment materials and other merchandise

UNISON produces many materials, but one of the most useful is the 'what is a trade union' leaflet, which gives clear and concise information. This can be ordered from UNISON's online catalogue and is stock number 3049.

There is a list of up to date LGBT+ leaflets, factsheets and publications on the LGBT+ pages of the UNISON website: www.unison.org.uk/out. The list advises if materials should be downloaded or are available from the online catalogue. There is also a 16 reasons people don't join a trade union, available from the organising space, which is worth looking at prior to the event – it gives suggestions as to how you can answer any comments made and hopefully get people to change their mind.

Having ILGA maps on your stall gives a great opportunity to talk about LGBT+ rights around the world.

You can never have enough Rainbow or UNISON flags, good for visibility and tablecloths. If you can, provide your volunteers with a UNISON t-shirt, this helps people visiting your stall to know who they should be talking to. Some groups have a selection of t-shirts that get collected at the end of each event, with a willing volunteer taking them home to launder them..... You might want to consider providing sweatshirts or rain jackets, depending on the weather.

A check list of suggested materials / resources is attached as appendix 1 of this guide, you may not need everything on the list, a lot will depend on what you have planned for the event.

Merchandise - Lots of people like to collect freebies / merchandise at events. It is always worth having them on the stall. We now have a range of LGBT+ branded merchandise available to order via the TC Group, information is available on our [website](#).

Ask people to do something, for example sign up to receive further information or join your campaign rather than just give them away. Or you could use the opportunity to raise money for ILGA or a local LGBT+ charity by charging for items – but if you do this, make sure you aren't contravening any local rules set up by the event organisers.

Resource Box - This is worth refilling as soon as you get back from an event, so that you never run out of the basics. This could include pens, pencils, string, blu-tac, drawing pins, rainbow flags, signup sheets. You should also have membership forms in there, including forms for apprentices, students and retired members.

If you have space, you might want to consider having a notice board, where you can put copies of the materials available.

5.4 Gathering information

Well now you've got them happily signing away you can begin to wean out potential members from those who are not be eligible to join UNISON.

Ask whether they work in the public sector. The '*What is a Trade Union*' leaflet (stock no 3049 or download from online catalogue) is really good at explaining to those who don't know what they are and they are always great to have with you at events you attend.

5.5 Promoting membership

We should be seeking to recruit everyone who works in the public sector, whether they are employed by the public sector or work for a private company who provide public services. People who work in community and voluntary organisations can also join, as can student nurses and apprentices working in public services.

Our members include frontline staff and managers, working full or part time in local authorities, the NHS, the police, probation and justice services, universities, colleges, schools, youth and children's services, the electricity, gas and water industries, transport, the Environment Agency, the community and voluntary sector, including housing.

If they are eligible to be a member but are not one currently give them some of your personal experience of why you joined a union. There are lots of good reasons on the join pages of the UNISON website joinunison.org. Remember, they'd rather hear from a real person on why they joined UNISON. Explain to them all the good things we do protecting members in work but don't forget the lobbying work we do and our international work. There is no one magic phrase you can say to people to get them to join but genuine personal reasons rather than a rehearsed sales patter work best.

They may not wish to fill in an application form there and then but they are more likely to join if you give them one and/or the details of how to join than if they leave with nothing. So make sure you give them a form, the web address of how to join online or the freephone joining number **0800 171 2194**. Try not to feel disappointed if people leave without joining. You may just have given somebody the nudge to join in the workplace or online.

5.6 Case Study: Digital Recruitment

ON THE DAY ONLINE RECRUITMENT

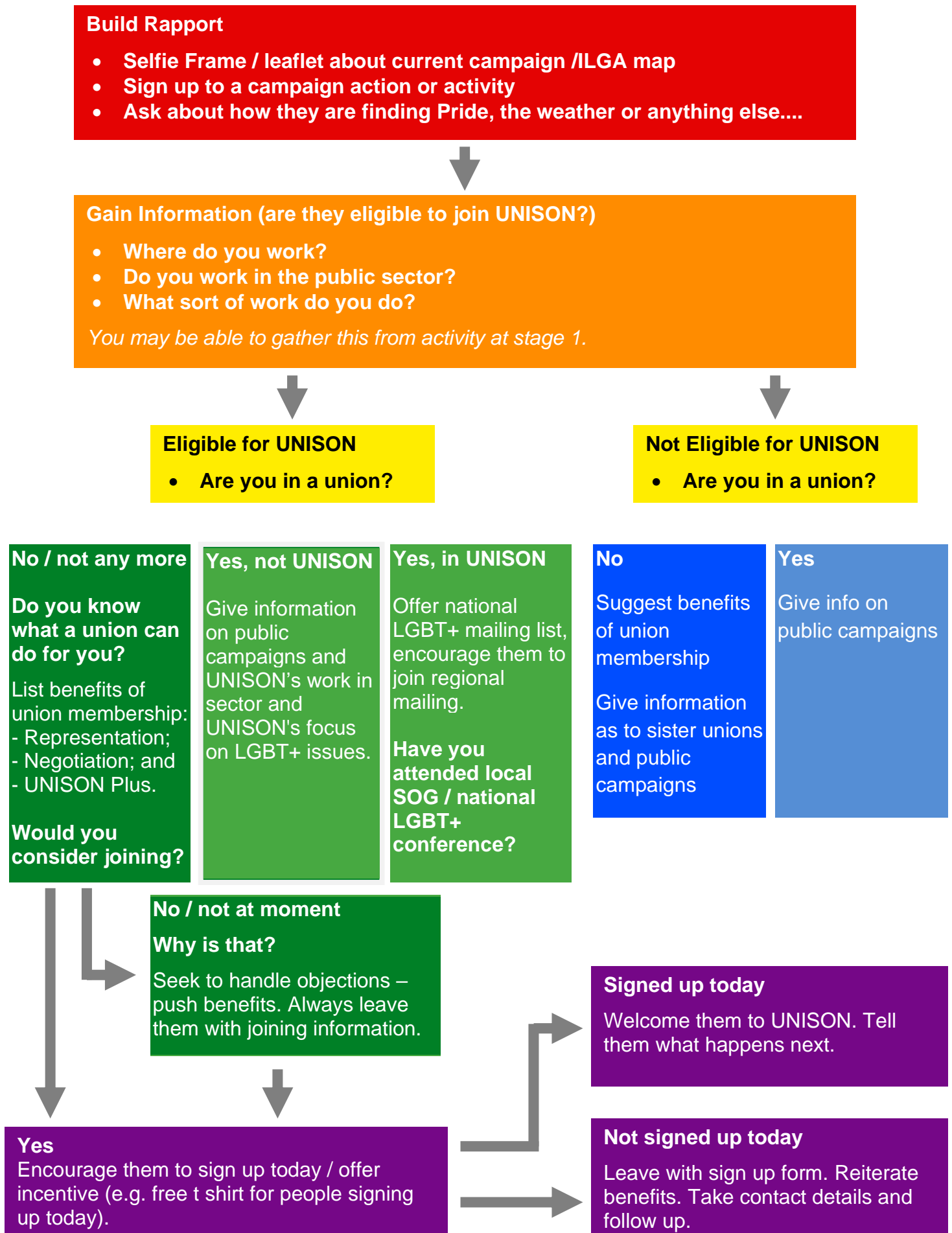
The North West Regional LGBT+ SOG introduced the use of tablet devices for online recruitment and mailing list subscriptions. They regularly borrow several i-Pads from the Regional Education Team and bought a £50 pay-as-you-go mobile data hub from the local supermarket to overcome any connectivity issues. The response has been phenomenal, with dozens of people signing up to become members and joining our mailing list. This method has become a staple of their recruitment strategy at Prides.



5.7 Existing members

Also don't forget about those people who said they were already members. Give them the details of your next SOG meeting. If possible take their details so that your region can add them to the SOG's mailing list. Remind them about important events coming up like marches, conference and important campaigns; encourage them to become active in the SOG. It's not just about recruiting new members, it's about encouraging more activists from our existing members too.

5.8 UNISON recruitment flow diagram



6. Digital Prides and other events

6.1 Going Digital

COVID has led to many virtual events popping up, as a way of continuing to campaign and organise around particular issues facing LGBT+ people.

UNISON LGBT+ Groups have swiftly adapted, taking part in an array of events such as virtual Pride marches; seminars; live Questions and Answers sessions; educational videos; capturing lived experiences digitally; partnering in film screenings and many more.

So, what might we need to consider when running virtual events:

- Remember to pick an important LGBT+ campaign issue to centre your event around;
- Considering who might be our natural partners, can we work with others to organise a joint event, be it an online Q&A session or Seminar as part of a virtual Pride.
- What is the best method: consider talking head videos which could be released on your social media channels; interactive session using Facebook live or other platforms such as Zoom; or virtual training event.
- How can you maximise the audience, including non-members providing the opportunity to recruit new members, through digital advertising on social media and sending information about the event to mailing lists including asking partners to share details.

The National LGBT+ Committee has also produced a Guide to Digital Organising for LGBT+ Equality which is available on our website: www.unison.org.uk/out.

6.2 Case Study: Running a digital Pride event

MEDWAY AND GRAVESHAM VIRTUAL PRIDE

The organisers of Medway and Gravesham Prides – were among those faced with the disappointment of having to cancel their plans due to COVID-19. The organisers came together to deliver a virtual event.

The organisers were overjoyed when UNISON South East LGBT+ Committee offered to get involved and run a live Q&A session on workplace rights and the role of trade unions in tackling discrimination and inequality.

The success of the event was testament to the dedication and ingenuity of the organisers, and a great advert for the support UNISON continues to provide its members in the toughest of circumstances.



6.2 Other events

BiCon, Bi Pride, UK Black Pride, Trans Pride and Sparkle are great opportunities to spread the word about UNISON's work for Black LGBT+ members, Bi+ and Trans members. It is important though to ensure you have a range of materials on any stall you run at these events, as they are often attended by friends, family and allies.

Awareness Days – LGBT History month is in February and is a fantastic opportunity for us to talk about the work that UNISON does for LGBT+ members. Every year there are more events happening during February, giving plenty of opportunities to run workshops, exhibitions and even offer sponsorship to raise UNISON's profile and get a speaker to welcome people to the event.

There are many other awareness days spread throughout the year. These are ideal opportunities to target your audience and run events in your workplace that are not necessarily table / stall based. Many employers would be more than happy for you to volunteer to run a workshop on (for example) trans rights. If you plan in advance it is possible to arrange for workplaces to fly Bi or Trans flags on those visibility days.

Community events – give you the chance to work with community groups in your area, and again raise the profile of UNISON. It may also give you the opportunity to work with other self organised groups in your branch or region, giving double the exposure and reinforcing that UNISON is for everyone.

7. Maximising our visibility and participation of members

It is essential that we utilise every opportunity to maximise our visibility at Pride events, so that the public, potential and existing members can see our commitment to LGBT+ equality in the workplace and wider society.

This can be achieved by:

- ✓ Identify opportunities to maximise UNISON's presence, this can be as simple as sponsoring signs for a particular aspect of the event, but requesting our logo appears on them.
- ✓ Take part in the Pride march/parade, use UNISON flags, placards, book the national banner, encourage branches to participate – asking them to come along with their branch banner.
- ✓ Use Pull-up Banners on your stall – these help to dress your stall and provide a strong visual presence.
- ✓ Look at the merchandise which has maximum impact – rainbow lanyards which people will wear at work; re-usable bags with prominent unison logo; ensure all merchandise has joining details on them or a link to our website/Facebook, etc.

Remember if you are marching, you are welcome borrow the national banner (email out@unison.co.uk) and have that along with your regional banner, and if you can, local branch banners. If you are only marching, it might be worth having some of the credit card sized 'pride in our work' cards that you can hand out on the march.



Appendix 1 - Checklist for recruitment stalls

Stall Setup

- Notice Board
- Table and camping chairs (if not provided)
- Popup stands, banners, flags, bunting
- T-shirts, poncho, sweatshirts, rain jackets
- Information for volunteers, including aims for the day, recruitment flow chart and the Leaflet – 16 reasons people don't join.
- Resource Box, (including list of materials in it)
- ID badges for volunteers, (include pronoun on these)
- Activity for the day (petition, quizzes, competition, photo frames, ILGA maps and local campaigns)
- Clipboards and pens (for signup sheets or activity)
- Feedback form for volunteers
- Contact details for the pride organisers, to include details of where and when to set up. It is also worth having copies of correspondence and insurance liability policy document.

Materials for the stall

- Current UNISON campaign materials
- Membership forms, including student, apprentice and retired
- Local branch information, including information about successes (national, regional or local)
- LGBT+ specific materials, including details of Bi, Trans, Disabled and Black network meetings
- Details of the local branch / regional LGBT+ group
- Sign up / contact sheet
- Disabled Members information
- Black Members information
- Women Members information
- Leaflet – reasons to join
- Freebies

Nice to have.....

- Camera
- iPad/Tablet devices – for signing people up / social media on the day etc
- Bottles of Water for the volunteer team
- Snacks for the volunteer team
- Spare power packs for volunteers phones / ipads/tablets, etc
- Selection of UNISON branded rainbow materials



Contact the UNISON National LGBT+ Group via out@unison.co.uk

Or contact: Susan Mawhood, National Officer, LGBT+ Equality

write to: UNISON, 130 Euston Road, London NW1 2AY

ring: 0207 121 5799

email s.mawhood@unison.co.uk