

LGBT HISTORY MONTH 2012

In February 2005 the first LGBT History Month was celebrated in the UK. This is a month to recognise and celebrate the contribution of LGBT people to society.

Unite celebrates LGBT History Month and uses this opportunity to take action on LGBT equality at work, in the community and internationally.

CHECKLIST FOR UNITE REPS

TASK	ACTION	
LGBT equality high on the bargaining agenda	Negotiate for inclusive pay and benefits such as travel concessions/pensions. Identify issues and raise awareness on LGBT equality, taking action to encourage an LGBT friendly workplace environment	<input checked="" type="checkbox"/>
LGBT equality proof all workplace policies, practices and agreements	Including a specific review of policies on Dignity at Work, Recruitment and Selection, Family Friendly and Equal Opportunities	<input checked="" type="checkbox"/>
Ensure all union reps and managers are trained on LGBT equality	Develop and review equality training: including reference to confidentiality, valuing diversity; ensuring non-discrimination based on sexual orientation and gender identity; separate trans equality training, if possible, including best practice on support for trans members	<input checked="" type="checkbox"/>
Develop specific LGB equality policy and trans equality policy	LGB policy and Trans policy to include: statement on Zero Tolerance on homophobia/biphobia/transphobia; examples of LGBT harassment, discrimination and bullying; examples of positive action; identification of clear lines of responsibility. Ensure completion of Unite Harassment, Discrimination and Bullying Form (HDB1) for all reported cases	<input checked="" type="checkbox"/>
Publicise good practice on LGBT equality and use LGBT events/dates to raise awareness	Communicate Unite policy on LGBT equality and circulate Unite LGBT publicity materials. Working with Unite Regional LGBT Committee, encourage participation in local Pride events, LGBT History Month, International Trans Day of Remembrance, International Day Against Homophobia and Transphobia (IDAHO), etc	<input checked="" type="checkbox"/>
Work with community LGBT organisations	Support local LGBT services, develop effective joint campaigning and exchanging best practice on LGBT equality	<input checked="" type="checkbox"/>
Encourage members' involvement in Unite LGBT and wider structures	Provide information on Regional and National LGBT Committees, Conferences, Education courses and encourage LGBT members to take part	<input checked="" type="checkbox"/>

