



Lesbian, Gay, Bisexual & Transgender Conference 2010

Wintergardens
Eastbourne.

Agenda



UNITE - National Lesbian, Gay, Bisexual and Trans Conference 2010

27th-28th February 2010 Congress Suite, Winter Gardens, Eastbourne

AGENDA

Saturday 27th February 2010 11am – 6pm

1. JOINT SESSIONS WITH ALL NATIONAL EQUALITIES CONFERENCES
Floral Hall, Winter Gardens, Eastbourne
Joint General Secretaries Report
Tony Woodley Derek Simpson

Chaired by : Chair Unite Executive Council – Tony Woodhouse
2. Joint Equalities Panel – The Election and the Future for Equalities
3. LUNCH
4. Presentation on Organising
5. Speaker – Peter Purton, TUC
6. RECESS

Sunday 28th February 2010 9.15am – 3pm

7. Chair's Address
8. AGS/National Officer, Equalities - Address
9. Panel Session – LGBT Equality at Work, in the Union and Campaigning
10. Workshops and Report Backs
11. Elections
 - (a) Standing Orders Committee for National Equalities Conference 2012 – one to be elected
 - (b) Unite delegation to the 2010 TUC (13th-16th September in Manchester) - one to be elected
 - (c) Unite delegation to the 2011 TUC (Brighton) - one to be elected)
 - (d) One substitute delegate for 2010 and 2011 TUC
12. Motions
13. Way Forward

CLOSE

LUNCH

Nb The agenda may be varied to accommodate guest speakers.

Motions for LGBT Conference

1. LGBT Workplace Acceptance

LGBT Members within Unite the Union call upon all members of our union to challenge unacceptable behaviour in the workplace and the union towards LGBT members.

We ask that all union members and officers support this call from our minority group to ensure that respect, dignity and understanding be given to this group of members.

This could be achieved by:-

- Encouraging the role of Trade Union Equality Reps in the workplace.
- Awareness rising within the union and workplace on LGBT issues.
- Ensuring that LGBT workplace issues are encompassed in the Unite Education program and
- That LGBT issues are part of the workplace bargaining agenda.

Scotland

2. Organising – Gay pubs and clubs

This conference believes that Unite as a whole should commence a national campaign - to be supported in every region - for the recruitment, education and training of all LGBT employees in the Food, Drink and Tobacco Industry in specific targeting gay pubs and clubs.

As there is already a national organising unit operating a national campaign in this industrial structure, that time and effort be spent targeting LGBT bars and clubs and various regional “Pride” events.

West Midlands

3. Tackling HIV Discrimination at Work

There are more than 70,000 people living with HIV in the UK, mostly of working age.

The Disability Discrimination Act protects people living with HIV from discrimination in employment, trade union membership and the provision of goods and services, from the point of diagnosis and workers living with HIV are also entitled to “reasonable adjustments” in the workplace.

People living with HIV can be subjected to bullying, harassment and discrimination due to the ignorance of how HIV is transmitted and homophobia.

Conference calls on the union to:-

- produce a Unite negotiators’ guide on tackling HIV discrimination at work;
- make sure employers are aware of their obligations under the DDA in respect of people living with HIV;
- ensure that employers have health and safety procedures that minimise the risk of accidental exposure to HIV and other infections where employees are genuinely at risk because of the nature of their job.

South West

4. Care of the older LGBT

This conference calls on Unite to work with the TUC and other organisations to look into the treatment of older LGBT people as they enter the residential and nursing home system.

It is clear that they need to have access to adequate and appropriate support allowing them continuing care in the community. This is vital to enable them to continue their relationships and allowing them to be themselves.

This Conference calls upon Unite to robustly campaign with National Support Organisations to ensure that there is no more splitting up of couples, no more going back into the closet, which takes away LGBT people's right to respect and dignity at this age.

Wales

5. Classification of Gender Dysphoria as a Mental Health Issue

Conference is concerned that gender dysphoria is currently classified as a mental health condition and that the impact of being classified as having a mental health condition can have a detrimental impact on trans people's careers and job prospects.

Conference calls on the union to continue the campaign to remove the link between mental health and gender dysphoria for trans people.

South West

6. Links with sister trade unions

This Conference calls upon Unite the Union to deepen and widen the relationship it already has with sister Trade Unions, particularly in USA and Canada.

As we have already seen effectively demonstrated through the National Organising Unit, where there are common issues and threats to our members the participation of trade unions facing the same allows this Union to organise around those issues in a broader sense than can be achieved in isolation.

This Conference notes the struggles our LGBT brothers and sisters have faced with draconian laws in USA and the battles they have won in Canada giving them greater equality than we currently have. These issues and lessons learnt can only help LGBT members in Unite and in their community to remove the barriers that they currently face.

Wales

7. Representation of Young Members

This conference recognises the under representation of young people at the TUC LGBT Conference and it is aware that young people are the future of the trade union movement. It also notes that it is the responsibility of individual unions to ensure their delegations are representative and inclusive towards young people.

However conference feels it is time to take positive action to encourage better representation of young delegates.

Therefore conference resolves to:-

1. Include monitoring of young delegates on the conference monitoring forms, and
2. Have the TUC amend the composition of the TUC LGBT Committee to add an additional 2 seats for young people.

North East, Yorkshire and Humber

8. Publications

This Committee notes, with concern, that there are no specific hardcopy Equalities Publications produced by Unite. We also note that the Equalities Newsletter is not in a format that can be printed off and distributed to members and potential members.

Therefore we urge Unite to take steps to rectify this by:

- a. A specifically targeted Equalities publication
- b. A regular LGBT orientated insert in the "Reporter"
- c. To consider extending the range of targeted LGBT/Equalities publications and merchandise
- d. Set up an official Unite LGBT network site
- e. Distribute the Equalities Newsletter in a more user friendly format, such as in PDF.

North West

9. LGBT Event Funding

This conference is proud of its union tradition of supporting LGBT events throughout the country. These result in an increase in union membership and members' awareness of their rights and the union support available.

However this conference recognises that union participation and funding for these events is unequal across the country.

Conference therefore recognises the necessity for:-

1. The creation of a central budget to fund Regional LGBT events, stalls, etc., ensuring that the funding is equally distributed throughout the regions.
2. Regional Committees and F&GP Committees to be mandated to top of the funds to ensure a respectable presence at these events in keeping with our union being the largest in the country.

North East, Yorkshire & Humber

10. Regional Womens Organisers

We note that a number of regions have now put in place Regional Women's Organisers.

As we understand that the role covers ALL strands of equalities at regional level, we strongly urge the union to consider changing the job title to Regional Equalities Organiser.

North West

11. Accredited Representative of Workers

This conference believes the current structure for attending and participating in the Unions Equality Sector is untenable due to the fact that homophobia and discrimination are still rife in the world of work and society as a whole.

Quite often our active one of the Lesbian, Gay or Bisexual persuasion and certainly members feel unable to come out fully in the workplace and very often the electorate of that workplace– due to direct or indirect discrimination – are often reluctant to elect some Transgendered activists suffer more discrimination due to ignorance and bigotry.

Therefore, we instruct Executive Council to change the policy of being an “accredited representative of members” to that of “members of that equality” specifically for the Unions Equality structure in order to promote the Unions inclusivity and encourage anyone involved in that Equality structure to then become more active and representative in their own workplace as well as forming an essential Union policy for LGBT in society and law as a whole.

West Midlands

Standing Orders

National Women's, Black, Asian & Ethnic Minorities (BAEM) Disabled Members, Lesbian, Gay, Bisexual, Trans (LGBT) and Young Members Conferences

1) Purpose

The National Equalities Conferences have the following purposes:

- 1.1 to set key policy for women's, black, Asian & ethnic minorities', disabled members', LGBT and young members' equality as appropriate, provided that it is not inconsistent with the general policy and objectives of the union
- 1.2 to elect representatives to attend the annual TUC Congress
- 1.3 to elect the Standing Orders Committee for the following National Women's, BAEM, Disabled Members and LGBT Conferences

2) Composition and Size of National equalities conferences

- 2.1 National equalities conferences will be comprised as in the attached scheme of representation agreed by the EC September 2009, which is based on appropriate regional membership.

3) Delegates and attendees

- 3.1 The National equalities conferences will be open to all accountable representatives of workers elected by the appropriate Regional equalities conferences, as set out in Rule 11.5, (and in EC Guidance on Rule 9 on Young Members).
- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.

3.3 Appropriate women/BAEM Executive Council members not elected as delegates shall be invited to attend on an *ex officio* basis.

4) Chair

4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.

4.1.1 The Women's Conference shall be chaired by the chair of the National Women's Committee; the BAEM Conference shall be chaired by the chair of the National BAEM Committee; the Disabled Members Conference shall be chaired by the chair of the National Disabled Members Committee; the National LGBT Conference shall be chaired by the chair of the National LGBT Committee; the National Young Members Conference shall for 2010 elect a chair at the Conference.

4.2 The Chair shall only have an ordinary vote on all matters if elected as a delegate.

4.4 The Chair shall not have a casting vote.

5) Secretary

5.1 The Assistant General Secretary Equalities/National Official or other employee shall act as Secretary to the conference - advising the chair as appropriate and recording decisions taken and the outcome of the elections.

6) Order of Business

6.1 The Order of Business for the Conference shall include:

1. Joint General Secretaries Plenary
2. Election of delegates to form the SOC for the following National equalities conferences
3. Assistant General Secretary/National Officer Equalities' Introduction and Apologies

4. Assistant General Secretary/National Officer Equalities' Report inc national strategy for women, BAEM, disabled, LGBT, young members
5. Consideration of composites and motions approved by Standing Orders Committee inc noting withdrawn motions
6. Election of delegates to the annual TUC Congress for the next two years
7. Political, international and other speakers

7) Conduct of elections

- 7.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.2 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.
- 7.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the Joint General Secretaries, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

- 8.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject.

- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the Joint General Secretaries for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present.
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.
- 8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

9) Smoking/Alcohol/mobile phones

- 9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.
- 9.2 All mobile phones should be switched off at all times during conference.