

UNITE 1ST REGIONAL LESBIAN, GAY, BISEXUAL AND TRANS CONFERENCES 2009

Key Issues from first Regional LGBT Conferences October 2009

Pride & Campaign Events

- There should be a central budget for Pride events around the country to ensure all regions build up support
- Pleased that Unite had a very visible presence, including sponsorship, at a number of Pride events and this needs to continue to be developed
- Ensure that Unite has a high profile at local LGBT and other events
- It is important to support the 'Schools Out' campaign

Union Equality Representatives

- Publicise union equality reps courses on our website
- Develop a union equality reps course for officers to understand the principles of the role
- Should encourage LGBT union activists to become union equality representatives
- Lobby the Government to include statutory rights for union equality representatives in the Equality Bill
- Find out how many LGBT members have been trained as union equality representatives

Unite LGBT Structures

- Election process was complicated and many people thought that if they were nominated from their Regional Industrial Sector Committee or Area Activist Committee, then they were automatically elected onto the relevant Regional Equality Committee. Therefore this needs to be clarified in future
- Time off without pay has put off those who would have been active

- Timings of meetings is important, particularly in big regions where travelling time could be long
- Election process of coming from Regional Industrial Sector can cause issues for the LGBT person being nominated and this should be dealt with sensitively
- New rules for being active in Unite structures make it more difficult for LGBT people to be involved
- Getting elected as a union representative is often more difficult for LGBT members and the wording of the rule should be changed to 'members in employment', not 'accountable representative of workers'
- Minimum Proportionality has meant reduced opportunity to have an effective committee and we need to hold Executive Council to account in reviewing them

Supporting LGBT Members

- Some members have difficulties in coming out in their particular workplace and this needs to be recognised
- LGBT repsto have a higher profile so that other LGBT people can approach them
- Develop informal networks
- Develop Listening Support Networks
- Need to raise profile of Unite LGBT structures as many LGBT members still not aware of these

LGBT & Equality Legislation

- Need to defend legislation in the future, find out what views of other political parties are and ensure the Equality Bill goes through
- Officers must be given LGBT equality training

General

- The application form to include monitoring information on sexual orientation and gender status