

Amicus Women's and Equality Structures



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amicus
the union

Amicus has structures for women, lesbian, gay, bisexual, transgender, black and minority ethnic, disability and young members under the age of 27.

The equality structures are designed to empower members who experience discrimination giving them a democratic voice in Amicus. They are an important part of our structure in which we want as many members as possible to be involved.

Attending a Regional Equality Forum or Regional Women's Conference gives you the opportunity to attend the Amicus conferences, councils and committees that determine the strategy and policy of the union.

You can also get involved in Amicus through the industrial, political and branch structures of the union, Amicus is committed to ensuring a gender and ethnic balance on all decision making bodies, and you are encouraged to stand for election through these structures as well.

More detailed information on the Amicus equality structures are set out in rule 17 of the Amicus rule book which you can obtain from your Regional Office.

This guide gives you information on whether you are able to attend and what happens at the Regional and National Women's Conferences and Equality Forums. It also highlights some of the key equality issues that you may be interested in.

To attend the Regional Equality Forums please contact the Regional Officer in your region now to and register to attend. Your travel expenses will be reimbursed by Amicus.

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Scotland: e-mail:	Gillian McKay gillian.mckay@amicustheunion.org	Tel:0141 248 7431
Ireland: e-mail:	Noirin Green noirin.green@amicustheunion.org	Tel:02890 747 871
Wales: e-mail:	Andrea Jones andrea.jones@amicustheunion.org	Tel:01792 470 434
North West e-mail:	Nancy Greene nancy.greene@amicustheunion.org	Tel:0161 798 8976
North East: e-mail:	Ian Davies ian.davies@amicustheunion.org	Tel:01642 607 902
Yorkshire and Humberside: e-mail:	Justine McCarthy justine.mccarthy@amicustheunion.org	Tel:0114 243 5672
East Midlands: e-mail:	Melinda Phillips melinda.phillips@amicustheunion.org	Tel:01332 346 617
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South East: e-mail:	Claire Simpson claire.simpson@amicustheunion.org	Tel:01753 554 100
South West: e-mail:	Dorothy Fogg dorothy.fogg@amicustheunion.org	Tel:01275 370 000
West Midlands: e-mail:	Lynne Shakespeare lynne.shakespeare@amicustheunion.org	Tel:0121 569 8989

Who is entitled to attend the Amicus Regional Women's Conference?

All female workplace, safety or learning representatives, who represent 3 or more members at their workplace, are entitled to attend. All branches are also entitled to elect a female delegate to the conference. All delegates are encouraged to stand in the election to the committees and conferences at the Regional Women's Conference.

Who is entitled to attend the Amicus Regional Equality Forums?

The young members' structure in Amicus is open to all members under the age of 27. All members of Amicus are entitled to attend the regional equality forums and those members who define themselves as disabled, lesbian, gay, bisexual or transgender, black or minority ethnic, are encouraged to attend the Regional Equality Forum for that strand of equality structure. The delegates and representatives elected at the forums must, whenever possible, be in employment.

What can you do at the Amicus Regional Women's Conferences and Regional Equality Forums?

There are a number of things you can achieve at these Conferences:

- You will elect representatives to your Amicus Regional Council which is the most influential and powerful committee in your region.
- You will elect representatives to your own Regional Women's Committee and Regional Equality Committees.
- You will elect your region's representatives on the National Equality Committees.
- You will elect delegates to attend the Amicus National Women's Conference to be held in November 2006.
- You can decide what sort of equality campaigns Amicus should be running by debating motions to go forward to the National Women's Conference and National Equality Conferences.
- You'll be able to discuss our equalities and diversity campaigns and can decide to get involved.'

What happens at the National Women's Conference and National Equality Conferences?

- The National Women's and Equality Conferences receive a report from the NEC on its equality strategy and agree the policy for equality issues for Amicus.
- They will also elect delegates and agree motions to go forward to the Amicus Policy Conference in 2007.
- They elect delegates to attend the TUC equality conferences and the Women's conference elects delegates to attend the Labour Party National Women's Conference.
- The National Women's conference also elects the Amicus National Women's Committee.

What are your issues?

Equal Pay

Women earn on average 17% less than men. Black people earn 20% less than white people. Earnings for disabled people are 45% lower than able-bodied people's on average. We are campaigning to get employers to review their pay structures to root out unfair practices. Do you want us to campaign on this issue with your employer? Can the law be changed to end discrimination in pay? We can discuss this at your Women's Conference and Regional Equality Forum.

Disability Champions @ Work

Amicus trains workplace reps to become specialist disability reps. Do you have a particular interest in disability issues that you would like to raise with us or your employer? The government is currently introducing amendments to the Disability Discrimination Act. Are there changes in law that you would like us to campaign on? You can discuss this at your Regional Equality Forum.

Race Equality

What workplace issues concern you? Do you think that race issues are marginalised where you work? Do you have specific needs that are not met? The Black and Ethnic Minority Members Forum is for you.

Work Life Balance and Difficult Working Hours

Do you need a better balance between your working hours and your family or other aspects of your private life? Is the way you work or the number of hours you work having a detrimental impact on other aspects of your life? Would you like the right to more flexibility? Why do you need flexible working? Do you want Amicus to campaign for a better work/life balance with your employer or with the government? Tell us at the Regional Women's Conferences and Equality Forums.

Getting support for people at work

Currently, the Equal Opportunities Commission covers women's equality, a Race Equality Commission campaigns on race equality and there is a Disability Rights Commission for disabled people. The government plans to combine these Commissions and extend its role to campaign for equality for lesbians, gay men, bi-sexual and trans, people of religion and belief and on the grounds of age. Do you think this is a good idea? Do you have concerns about it that you want your union to raise? Are you going to lose or gain? This can be discussed at the events.

New employment rights for lesbians, gay men, bi-sexuals and trans

The government has introduced new rights protecting lesbians, gay men, bisexuals and trans from discrimination at work. But there is no protection in respect of your private life? Do these rights go far enough? Should we be pushing the government for extended protection? Let us know at the Forums.

Domestic Violence

The government has introducing new protection for victims of domestic violence. The proposals are silent on the role of the workplace in supporting people experiencing domestic violence. Do you think Amicus should provide guidance on what the workplace role could be? Let us know through the Equality Forums.

Young People

In October 2006, you will gain protection against age discrimination at work. What issues particular to being a young worker are not dealt with by employers? What can Amicus do about the huge cost of being young today...low wages, temporary work, high cost of housing, student debt, expected to save for your pension now...Let us know at your Forum.

Workplace Equality Reps

There are so many exciting and important equality and diversity issues that we can campaign on. Of course members have different areas of interest. Amicus members could become Workplace Equality Reps in their own particular area of interest, whether campaigning on women's, race, disability, sexuality or youth issues. Do you think this is a good idea? Could we get the government to support it through legislation or funding for specialist training? If you are interested in this area, raise it at your Regional Equality Forum and let's see what Amicus can achieve.

You can discuss and formulate motions on all of these issues or any other equality and diversity issue at your Regional Women's Conferences and Equality Forums. You'll also find out about current Amicus equality and diversity campaigns.

North West Region Women's Conference

Date Tuesday 11th April 2006 12.30 – 4.00pm
Venue Best Western Leyland Hotel, Leyland, Preston
Contact Southport office: Tel: 01704 546500 for further details

North West Young Members Forum

Date Tuesday 11th April 2006 6.30pm – 9.00pm
Venue Best Western Leyland Hotel, Leyland Preston
Contact Prestwich Office Tel: 0161 798 8976 for further details

North West Disabled Members Forum

Date Tuesday 11th April 2006 6.30pm – 9.00pm
Venue Best Western Leyland Hotel, Leyland Preston
Contact Prestwich Office Tel: 0161 798 8976 for further details

North West Black and Ethnic Minority Members Forum

Date Tuesday 25th April 2006 6.00pm – 8.30pm
Venue Britannia Hotel, Portland Street, Manchester
Contact Southport Office Tel: 01704 546 500 for further details

North West Lesbian, Gay, Bi-sexual & Trans Members Forum

Date Tuesday 25th April 2006 6.30pm- 9.00pm
Venue Mechanics Institute, Princess Street, Manchester
Contact Prestwich Office Tel: 0161 798 8976 for further details.

Scottish Women's Conference

Date Tuesday 9h May 2006 1.30pm
Venue John Smith House 145 - 165 West Regent Street, Glasgow G2 4RZ
Contact Dundee office: 01382 226 268 for further details

Scottish Young Members Forum

Date Tuesday 9h May 2006 6pm
Venue John Smith House 145 - 165 West Regent Street, Glasgow G2 4RZ
Contact Dundee office: 01382 226 268 for further details

Scottish Disabled Members Forum

Date Tuesday 9h May 2006 6pm
Venue John Smith House 145 - 165 West Regent Street, Glasgow G2 4RZ
Contact Dundee office: 01382 226 268 for further details

Scottish Black and Ethnic Minority Members Forum

Date Tuesday 9h May 2006 6pm
Venue John Smith House 145 - 165 West Regent Street, Glasgow G2 4RZ
Contact Dundee office: 01382 226 268 for further details

Scottish Lesbian, Gay, Bi-sexual & Trans Members Forum

Date Tuesday 9h May 2006 6pm
Venue John Smith House 145 - 165 West Regent Street, Glasgow G2 4RZ
Contact Gillian McKay Dundee office: 01382 226 268 for further details

Irish Women's Conference

Date Wednesday 3rd May 2006 10 am
Venue Amicus Belfast office 26-34 Antrim Road Belfast BT15 2AA
Contact Belfast office 028 9074 7871 for further details

Irish Young Members Forum

Date Wednesday 3rd May 2006 1pm
Venue Amicus Belfast office 26-34 Antrim Road Belfast BT15 2AA
Contact Belfast office 028 9074 7871 for further details

Irish Disabled Members Forum

Date Wednesday 3rd May 2006 1pm
Venue Amicus Belfast office 26-34 Antrim Road Belfast BT15 2AA
Contact Belfast office 028 9074 7871 for further details

Irish Black and Ethnic Minority Members Forum

Date Wednesday 3rd May 2006 1pm
Venue Amicus Belfast office 26-34 Antrim Road Belfast BT15 2AA
Contact Belfast office 028 9074 7871 for further details

Irish Lesbian, Gay, Bi-sexual & Trans Members Forum

Date Wednesday 3rd May 2006 1pm
Venue Amicus Belfast office 26-34 Antrim Road Belfast BT15 2AA
Contact Belfast office 028 9074 7871 for further details

Wales Women's Conference

Date 4th April 2.30 – 5.00
Venue Marriott Hotel, Cardiff 2.30 – 5.00
Contact Andrea Jones 01792 470 434 for further details

Wales Young Members Forum

Date 4th April 5.30pm
Venue Marriott Hotel, Cardiff
Contact Andrea Jones 01792 470 434 for further details

Wales Disabled Members Forum

Venue Marriott Hotel, Cardiff 5.00
Contact Andrea Jones 01792 470 434 for further details

Wales Black and Ethnic Minority Members Forum

Date 4th April 6.30pm
Venue Marriott Hotel, Cardiff
Contact Andrea Jones 01792 470 434 for further details

Wales Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 4th April 7.00pm
Venue Marriott Hotel, Cardiff
Contact Andrea Jones 01792 470 434 for further details

North East Women's Conference

Date 8th April 2006 – 10am
Venue Gateshead Civic Centre, Tyne & Wear
Contact Ian Davies 01642 607 902 for further details

North East Young Members Forum

Date 29th April 0900 - 12 noon
Venue Gateshead Civic Centre, Tyne & Wear
Contact Ian Davies 01642 607 902 for further details

North East Disabled Members Forum

Date 29th April 0900 – 12 noon
Venue Gateshead Civic Centre, Tyne & Wear
Contact Ian Davies 01642 607 902 for further details

North East Black and Ethnic Minority Members Forum

Date 29th April 0900 – 12 noon
Venue Gateshead Civic Centre
Contact Ian Davies 01642 607 902 for further details

North East Lesbian, Gay, Bi-sexual &Trans Members Forum

Date 29th April 0900 – 12 noon
Venue Gateshead Civic Centre, Tyne & Wear
Contact Ian Davies 01642 607 902 for further details

Yorkshire and Humberside Women's Conference

Date 27th April 2pm – 5 pm
Venue Wakefield Skills Centre, Unit 17/18, Monkton Industrial Estate,
Denby Dale Road, Wakefield, WF2 7AL
Contact Pat Pepper 0114 243 5672 for further details

Yorkshire and Humberside Young Members Forum

Date 27th April 5 pm
Venue Wakefield Skills Centre, Unit 17/18, Monkton Industrial Estate,
Denby Dale Road, Wakefield, WF2 7AL
Contact Justine McCarthy 0114 243 5672 for further details

Yorkshire and Humberside Disabled Members Forum

Date 27th April 5 pm
Venue Wakefield Skills Centre, Unit 17/18, Monkton Industrial Estate,
Denby Dale Road, Wakefield, WF2 7AL
Contact Justine McCarthy 0114 243 5672 for further details

Yorkshire and Humberside Black and Ethnic Minority Members Forum

Date 27th April 5pm
Venue Wakefield Skills Centre, Unit 17/18, Monkton Industrial Estate,
Denby Dale Road, Wakefield, WF2 7AL
Contact Justine McCarthy 0114 243 5672 for further details

Yorkshire and Humberside Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 27th April 5 pm
Venue Wakefield Skills Centre, Unit 17/18, Monkton Industrial Estate,
Denby Dale Road, Wakefield, WF2 7AL
Contact Justine McCarthy 0114 243 5672 for further details

East Midlands Women's Conference

Date 26th April 2pm – 5 pm
Venue Peepul Centre 14 Melrose Street, Leicester LE4 6FA
Contact Nottingham office 0115 978 4684 for further details

East Midlands Young Members Forum

Date 26th April 6 pm
Venue Peepul Centre 14 Melrose Street, Leicester LE4 6FA
Contact Nottingham office 0115 978 4684 for further details

East Midlands Disabled Members Forum

Date 26th April 6 pm
Venue Peepul Centre 14 Melrose Street, Leicester LE4 6FA
Contact Nottingham office 0115 978 4684 for further details

East Midlands Black and Ethnic Minority Members Forum

Date 26th April 6 pm
Venue Peepul Centre 14 Melrose Street, Leicester LE4 6FA
Contact Nottingham office 0115 978 4684 for further details

East Midlands Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 26th April 6 pm
Venue Peepul Centre 14 Melrose Street, Leicester LE4 6FA
Contact Nottingham office 0115 978 4684 for further details

Eastern Women's Conference

Date 5th May 2pm – 5 pm

Venue Royal Cambridge Trumpington St, Cambridge, Cambridgeshire, CB2 1PY

Contact Ian Maidlow 01449 723387 for further details

Eastern Young Members Forum

Date 5th May 5 pm

Venue Royal Cambridge Trumpington St, Cambridge, Cambridgeshire, CB2 1PY

Contact Ian Maidlow 01449 723387 for further details

Eastern Disabled Members Forum

Date 5th May 5 pm

Venue Royal Cambridge Trumpington St, Cambridge, Cambridgeshire, CB2 1PY

Contact Ian Maidlow 01449 723387 for further details

Eastern Black and Ethnic Minority Members Forum

Date 5th May 5 pm

Venue Royal Cambridge Trumpington St, Cambridge, Cambridgeshire, CB2 1PY

Contact Ian Maidlow 01449 723387 for further details

Eastern Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 5th May 5 pm

Venue Royal Cambridge Trumpington St, Cambridge, Cambridgeshire, CB2 1PY

Contact Ian Maidlow 01449 723387 for further details

London Women's Conference

Date 11th May 2pm – 5 pm
Venue The Bonnington Hotel, 92 Southampton Row, London, WC1B 4BH
Contact Sarah Cook 020 7780 4112 for further details

London Young Members Forum

Date 11th May 6 pm
Venue The Bonnington Hotel, 92 Southampton Row, London, WC1B 4BH
Contact Sarah Cook 020 7780 4112 for further details

London Disabled Members Forum

Date 11th May 6 pm
Venue The Bonnington Hotel, 92 Southampton Row, London, WC1B 4BH
Contact Sarah Cook 020 7780 4112 for further details

London Black and Ethnic Minority Members Forum

Date 11th May 6 pm
Venue The Bonnington Hotel, 92 Southampton Row, London, WC1B 4BH
Contact Sarah Cook 020 7780 4112 for further details

London Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 11th May 6 pm
Venue The Bonnington Hotel, 92 Southampton Row, London, WC1B 4BH
Contact Sarah Cook 020 7780 4112 for further details

South East Women's Conference

Date 3rd April 2pm – 5 pm
Venue Esher Place 30 Esher Place Avenue, Esher, Surrey,
KT10 8PZ
Contact Claire Simpson 01293 544 419 for further details

South East Young Members Forum

Date 3rd April 6 pm
Venue Esher Place 30 Esher Place Avenue, Esher, Surrey, KT10 8PZ
Contact Claire Simpson 01293 544 419 for further details

South East Disabled Members Forum

Date 3rd April 6 pm
Venue Esher Place 30 Esher Place Avenue, Esher, Surrey, KT10 8PZ
Contact Claire Simpson 01293 544 419 for further details

South East Black and Ethnic Minority Members Forum

Date 3rd April 6 pm
Venue Esher Place 30 Esher Place Avenue, Esher, Surrey, KT10 8PZ
Contact Claire Simpson 01293 544 419 for further details

South East Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 3rd April 6 pm
Venue Esher Place 30 Esher Place Avenue, Esher, Surrey, KT10 8PZ
Contact Claire Simpson 01293 544 419 for further details

South West Women's Conference

Date 3rd April 11am – 2pm
Venue Eden Office Park, 63 Macrae Road, Ham Green,
Bristol BS20 0DD
Contact Christine Starling 01275 370 000 for further details

South West Young Members Forum

Date 3rd April 6 pm
Venue Eden Office Park, 63 Macrae Road, Ham Green,
Bristol BS20 0DD
Contact Dorothy Fogg 01275 370 000 for further details

South West Disabled Members Forum

Date 1st April 1pm
Venue Eden Office Park, 63 Macrae Road, Ham Green,
Bristol BS20 0DD
Contact Dorothy Fogg 01275 370 000 for further details

South West Black and Ethnic Minority Members Forum

Date 3rd April 6 pm
Venue Eden Office Park, 63 Macrae Road, Ham Green,
Bristol BS20 0DD
Contact Dorothy Fogg 01275 370 000 for further details

South West Lesbian, Gay, Bi-sexual & Trans Members Forum

Date 1st April 11am
Venue Eden Office Park, 63 Macrae Road, Ham Green,
Bristol BS20 0DD
Contact Dorothy Fogg 01275 370 000 for further details

West Midlands Women's Conference

Date 6th April 2pm – 5 pm
Venue Terry Duffy House, Thomas Street West Bromwich B70 6NN
Contact Lynne Shakespeare 0121 569 8900 for further details

West Midlands Young Members Forum

Date 6th April 6 pm
Venue Terry Duffy House, Thomas Street West Bromwich B70 6NN
Contact Lynne Shakespeare 0121 569 8900 for further details

West Midlands Disabled Members Forum

Date 6th April 6 pm
Venue Terry Duffy House, Thomas Street West Bromwich B70 6NN
Contact Lynne Shakespeare 0121 569 8900 for further details

West Midlands Black and Ethnic Minority Members Forum

Date 6th April 6 pm
Venue Terry Duffy House, Thomas Street West Bromwich B70 6NN
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Contact Lynne Shakespeare 0121 569 8900 for further details