

EC GUIDANCE - REGIONAL WOMEN'S, BLACK, ASIAN & ETHNIC MINORITY, DISABLED MEMBERS AND LGBT COMMITTEES

- 1. Rule 11.4 establishes** Regional Women's, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Committees

There shall be Regional Committees for women members; black, Asian & ethnic minority members; disabled members; lesbian, gay, bisexual and transgender members, elected from the Regional Industrial Sector Committees and Area Activists Committees where established in such proportion, as may be determined by the Executive Council. These committees shall each elect a delegate to their respective Regional Committees of the Union as a whole.

- 2. EC Guidance January 2009 sets out the procedure** for establishing the constituencies for the Regional Women's, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Committees.

Regional Secretaries will liaise with a National Equality official/AGS from each of the predecessor sections to recommend constituencies for those Regional Equalities Committees (to be approved by the Joint General Secretaries) to reflect sectors and area activist committees in line with the principles set out in the Guidance for consultation on the industrial structures, including the requirement to comply with the proportionality rule, by use of designated seats.

This guidance also sets out a timetable for the election of Regional Women's, Black, Asian & Ethnic Minority, Disabled Members and LGBT Committees at Regional Women's, Black, Asian & Ethnic Minority, Disabled Members and LGBT Conferences :

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| STEP ONE | Assessment of minimum proportionality requirements |
| STEP TWO | Regional Industrial Sector Conferences elect Regional Industrial Sector Committees and Area Activist Meetings elect Area Activist Committees |
| STEP THREE | In each Region, the four Regional Equalities Conferences elect the four Regional Equalities Committees for women, BAEM, disabled and LGBT members |

- 3. The Nomination Procedure for Regional Women's, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Committees** is set out below :

- 3.1** The first meeting of the Regional Industrial Sector Committees (RISC) and Area Activist Committees (AAC) shall nominate delegates to the appropriate constituency of the following four Regional Equalities Committees :
 - Regional Women's Committee

- Regional Black, Asian & Ethnic Minority Members Committee
 - Regional Disabled Members Committee
 - Regional LGBT Committee
- 3.2 In line with Rule, such nominees shall be women, BAEM, disabled or LGBT “accountable representatives of workers” in the Industrial Sector or Activist Area.
- 3.3 Where the number of members of the RISC or AAC seeking election to the Regional Equalities Committees exceeds the number of seats allocated to that constituency, the election shall take place at the Regional Equalities Conference, as set out in 4.3 below
- 3.4 Where there are no members of the RISC or AAC meeting the rule requirement set out in 3.2, the committee may nominate delegates to the appropriate constituencies who are not members of the committee, but who do meet the rule requirements¹.

Where nominees who are not members of the committee are elected, they shall become co-opted non-voting members of the RISC or AAC in order to effectively represent the industrial sector or activist area, and the essential role of reporting back to the relevant committees / meetings.

4. The Election Procedure for Regional Women’s, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Committees is set out below :

- 4.1 Election of the Regional Women’s, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Committees shall take place at the Regional Women’s, Black, Asian & Ethnic Minority Members, Disabled Members and LGBT Conferences
- 4.2 Where the Regional Industrial Sector Committee or Area Activist Committee has put forward the required number of nominations to the Regional Women’s, Black, Asian & Ethnic Minority Members, Disabled Members or LGBT Committee, they shall be declared elected
- 4.3 Where the Regional Industrial Sector Committee or Area Activist Committee nominations to a constituency exceed the number of seats allocated to that constituency, the election shall take place at

¹ These procedures shall also apply in the exceptional circumstances where a member of the committee who meets the rule requirements is not seeking nomination to a Regional Equalities Committee.

the Regional Women's, Black, Asian & Ethnic Minority Members, Disabled Members or LGBT Conference. Only the delegates in the Industrial Sector(s) or Activist Area(s) covered by that constituency may vote

- 4.4 Where the Regional Industrial Sector Committee or Area Activist Committee has not put forward the required number of nominations to the Regional Women's, Black, Asian & Ethnic Minority Members, Disabled Members or LGBT Committee, any vacancy shall be filled as soon as possible, using the procedure to be agreed.