



National Newsletter



No.9 Winter 2019

LGBT+ Annual General Meeting

Every year we hold our AGM in October to elect our new committee for the coming year. We were delighted to have so many delegates attend this year's event. All reserved seats have been filled and a great spread of service groups, age range, and geographical spread are represented on the new committee.

This year we were privileged to be addressed by Carolina Sousa E Sa, Communications Support Assistant at Leap Sports and Megan Johnson, Dementia Lead at LGBT Health and Wellbeing. Both spoke passionately about ongoing campaigns.

Carolina discussed the Football vs Homophobia campaign and the need to address discrimination in sports. Many LGBT+ people do not feel comfortable accessing sports clubs and the campaign aims to work with staff at clubs to adopt diversity and inclusion charters and encourage LGBT+ people to participate in sports and supporters clubs. Some committee members already work in similar areas and this committee will continue advocate for inclusion in sports where possible.



Megan discussed the importance of acknowledging specialised care for LGBT+ people and in particular those who have regressed to a time before coming out, or before transitioning. She focussed in particular on the psychological effect and trauma which can be significant for those who suffer from regression and the loved ones and staff who care for them. Patient centred care must be at the forefront of any community care for LGBT+ people and individual needs catered for. UNISON LGBT+ committee will continue to work with Megan to address issues we can take forward.

We look forward to a productive year ahead and working to improve our LGBT+ network across Scotland.

Sad Loss to UNISON as Equality Officer Retires

This committee would like to express our sincere thanks and good wishes to Eileen Dinning, UNISON Scotland Equality Officer. Eileen retires after 25 years of dedication and hard work in UNISON. She helped to mould this committee and help it to grow and flourish and we cannot thank her enough.

Eileen is a true advocate for LGBT+ rights and has attended many equality and Pride events to support this committee and has gone above and beyond her role to not only support individual committee members but to provide support for many LGBT+ members in hardship and sometimes extremely emotional situations across the country. We wish Eileen a very long and happy retirement, she will be sadly missed.



OUT IN UNISON

'Out in UNISON' our unions National LGBT newsletter is only published three times a year. This can be posted directly to your home under plain cover, but you can also get monthly updates direct to your inbox by signing up for our LGBT e-bulletin at: www.unison.org.uk/out

We believe that when we work together, we are stronger and make a bigger impact. If you or your Branch are planning on attending any LGBT+ events across Scotland, please contact the committee.

Many Branches who have previously assisted in the running of a stall, have now been working together to create local SOG Groups, who have organised attendance at events. This is greatly appreciated and your help has been invaluable.

Let's continue to work together to build our UNISON LGBT+ network in Scotland.

UNISON National LGBT Conference 2019

This year's conference takes place from Friday 15th to Sunday 17th November at the Bournemouth International Centre. Around 400 LGBT members from all sectors are likely to attend this conference. The programme includes keynote speakers, debate of policy motions, workshops, drop-ins, side meetings for Black, Disabled, Bi, Trans and Young members and lots of networking opportunities.

Your Regional Committee will produce a guide to conference which will be sent to Scottish delegates soon. There will be a delegates meeting on the Friday to discuss Regional issues and motions and to give support and information.

We actively encourage members to attend the Regional meeting, especially if it is your first time the regional committee will be there to support and welcome you

For more information about the conference, email - out@unison.co.uk

Pride Season draws to a close

This year's Pride season has seen new events spring up across the country. UNISON are proud to have attended 17 of these events in total and finished the season off with 2 more Pride events. The first at Dumfries and Galloway Pride where we took part in the short march and had an information stall supported by the local Branch. Once again we had goodies and discussed issues locally and nationally.



The final autumn Pride was Dundee Pride where we marched with local branches. This was a very well attended event and our information stall was extremely busy.

Local support from Branches is vital to ensure we cover all events and again we had excellent support at this event. The engagement with local stewards is vital for the committee and more importantly for the LGBT+ members to see us out fighting for equality in their local community. Our visual presence was excellent with lots of media coverage and our organising and recruiting at the stall was extremely good.

Local engagement underpins our work

UNISON are delighted that employers are recognising the value in the setting up of LGBT+ staff forums across Scotland. Employers are engaging in the promotion of LGBT+ rights and they are actively encouraging members to get involved. This is a powerful tool in the fight against discrimination in the workplace. Recently we supported such an event at the QEUH in Glasgow to promote Coming Out day, to raise visibility and awareness of LGBT+ issues. We hope to see more of these set up, as staff forums are a great way for members to affect change by working with their employer.



Contact and Information

Facebook Group – Unison Scotland LGBT+ (ask to join private group)

Twitter - @UNISONScotlandLGBT

Instagram – UNISONScotLGBT+