



# Regional Newsletter



No.6 Spring 2019

## Giving UNISON the PLUS Factor.

As requested by the 2017 LGBT conference, the National LGBT Committee undertook a consultation in 2018 on making our LGBT SOG fully inclusive. This followed a motion from the National Young Members Forum highlighting the growth in the number of people, and young people in particular, identifying their sexual orientation and gender identity in many different ways beyond a binary definition, and expressing their preference to see the LGBT group move to organise on an LGBT+ (plus) basis.

The UK Government national LGBT survey 2018 reported that younger members were more likely than older respondents to identify as non-binary for example 57% of trans respondents under 35 were non binary, compared with 36% of those aged over 35. The survey also reported 76% of non-binary respondents said they have avoided expressing their gender identity for fear of a negative reaction. The survey also reported that younger respondents were more likely to identify as bisexual, asexual, pansexual, queer or other at a rate of 39% for under 35 compared with 14% for over 35's.

The list of identifiable groups should be recorded as lesbian, gay, bisexual, transgender, queer, questioning, intersex, allies, asexual, pansexual, Two spirit. To ensure we don't have LGBTQAAIP2S we think the plus will encapsulate all those who currently feel they don't identify with LGB or T.



Young people are increasingly identifying with a sexual orientation and/or gender identity that do not currently fit into the limited LGBT definition. As a trade union UNISON has a proud history of inclusion and diversity and we feel in order to continue this we need to ensure we are relevant to all members.

Changing to include the 'plus' will make us more relevant to many younger people who do not feel that the current LGBT acronym is relevant to them. This will make us more attractive to them as a trade union and has the potential to create new members. The change will also bring our identity in line with other trade union LGBT+ groups and LGBT+ organisations.

Our relevance and ability to recognise and represent the views of more people will increase our recruitment potential while at the same time increase our wealth of knowledge and our activism.

By adding the 'plus' we are future proofing our union and our group as language and the way people define themselves are constantly evolving. If we were to limit ourselves to one fixed definition (as we currently do) then we are at risk of becoming irrelevant to some people in potentially a very short space of time. If this were the case then we would need to go back to LGBT and National Delegate Conferences every time we sought to update our name.

We need 2/3rds of the vote at National Delegate Conference to bring in this rule change and we would hope to do this at the first attempt with support from as many Branches and Regions as possible.

## OUT IN UNISON

'Out in UNISON' our unions national LGBT newsletter is only published three times a year, but you can get monthly updates direct to your inbox by signing up for our LGBT e-bulletin at: [unison.org.uk/out](http://unison.org.uk/out)

# Scottish Region Pride Events 2019

Saltire Pride, East Lothian - 11<sup>th</sup> May 2019  
Oban Pride – 18<sup>th</sup> May 2019  
Grampian Pride, Aberdeen - 25<sup>th</sup> May 2019  
Hebrides Pride, Stornoway - 1<sup>st</sup> June 2019  
Edinburgh Pride - 22<sup>nd</sup> June 2019  
Fife Pride, Kirkcaldy - 6<sup>th</sup> July 2019

Isle of Bute Pride, Rothesay - 20<sup>th</sup> July 2019  
Mardigla, Glasgow - 20<sup>th</sup> and 21<sup>st</sup> July 2019  
Proud Ness, Inverness – 21<sup>st</sup> July 2019  
West Lothian Pride, Livingston - 27<sup>th</sup> July 2019  
Perth Pride - 10<sup>th</sup> August 2019  
Dundee Pride - 21<sup>st</sup> September 2019

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 Pride events across Scotland, please contact the committee. Many thanks to Branches who have assisted in the running of a stall at some of the new events, or who have offered financial assistance to do so, this is greatly appreciated and your help has been invaluable.

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

## UNISON National LGBT Conference 2019

This year's conference takes place from Friday 15<sup>th</sup> to Sunday 17<sup>th</sup> November at the Bournemouth International Centre. Deadline for nominations to attend is 12 noon, Friday 20<sup>th</sup> September 2019.

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.

If you are a UNISON LGBT member and would like to attend, we suggest making contact with your local Branch in the first instance. You can get the registration form using this link - <https://www.unison.org.uk/events/2019-lgbt-conference>

Your Regional Committee will produce a guide to conference nearer the time with information on your Regional delegates and meetings etc. This will be sent to all Scottish delegates after registration.

We actively encourage members to attend conference, even if it is your first time the regional committee will be there to support and welcome you. Where possible we encourage members to submit motions via Branches to add to the agenda of conference business especially if there is a topic or issues you are passionate about.

**For more information about the conference, email - [out@unison.co.uk](mailto:out@unison.co.uk).**

### LGBT National Meetings & Events

National Trans network meeting - Friday 12<sup>th</sup> July 2019

National Bi network meeting - Friday 12<sup>th</sup> July 2019

National Black LGBT members network meeting - Thursday 12<sup>th</sup> September 2019

National Disabled LGBT Members network meeting - Thursday 12<sup>th</sup> September 2019

## Contact and Information

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

Twitter - @UNISONScotlandLGBT

Instagram - UNISONScotLGBT