



# National Newsletter



No.14 Spring 2022

## **LGBT+ History Month**

February is LGBT History Month, and we celebrated this year with an online event discussing our intersections and around LGBT+ people of colour. The event was well attended, and we shared experiences of Racism and Homophobia over the decades and at the end of the session it was clear that not much has changed for LGBT+ POC. More must be done to understand the diverse cultural issues facing BAME LGBT+ people and support given where we can, to understand their individual needs both in the workplace and society but also as they face coming out or living with their sexual identity in a family with cultural differences. Many thanks to Osman from the committee for his excellent presentation and documentary which were extremely thought provoking.



## **GRA Reform Bill**

UNISON Scotland LGBT+ Committee wrote to the cabinet secretary in response to the requests of the EHRC for further consultation, asking for Scottish Government to expedite the publication of the Gender Recognition Reform (Scotland) Bill. We were delighted by her response advising that the timetable would not be affected and that the bill would be put to parliament on 2<sup>nd</sup> March 2022.

We welcome the publication of the Bill as a vital step forward for trans people in Scotland.

### **We need your help!**

Please email your MSPs and ask them to support reform to the Gender Recognition Act. Our colleagues at Scottish Trans and Equality Network have created a quick and easy way to do so.

<https://www.scottishtrans.org/email-your-msps/>

## **Pride Events**

As always, your committee is in close contact with Pride organisers across Scotland, and we are delighted to report that already we have dates for 12 events this year, with many more planned as we move into 2022.

There are new events appearing every week and we will keep you updated as we arrange attendance with branches support. This year we would ask branches to work together to attend Pride marches, make a political statement, and show that Pride is a protest, not just a celebration.



This year we welcome the formation of new Pride events in Orkney, Shetland and Elgin and look forward to giving these events support to grow and deliver for their communities.

We will be in touch with branches and LGBT+ officers soon to discuss how you can best work together to support these events and promote UNISON at these vital equality events.

## ILGA Conference 2022

The ILGA-Europe team are currently developing a plan for this year's event which is hoped to be an in-person conference in Sofia, Bulgaria. They took time to reflect on what was learned during the pandemic, with a view to building an even better event this year. Whilst an online event of course was useful, it cannot replace all the unique elements of our Annual Conference. They look forward to again offering a meaningful moment for LGBTI activists in Europe and Central Asia to connect and come together this year.



We hope to attend this year's financial AGM to approve the audit report and finances for 2021-22 as part of the conference where we vote on the running of ILGA and any changes to their structure.

## UNISON Scotland LGBT+ Annual General Meeting

Every year we hold our AGM in October and the date for this year's event will be Saturday 15<sup>th</sup> October 11am till 3pm. If you are interested in standing for a position on the regional LGBT+ committee, we will be issuing papers for nominations in August.

## Policy Forum

Your committee recently attended our annual Policy Forum to discuss our work plan for the year ahead. A major part of this work is predicated by the outcomes from national LGBT+ conference. We have also decided to hold events on several dates of importance this year. This will include a joint event with Police Scotland for Hate Crime Week and IDAHOBIT.

## Upcoming Dates of importance

<b>March</b>	
31	Transgender Day of Visibility
<b>April</b>	
26	Lesbian visibility day
28	Workers Memorial Day
<b>May</b>	
17	International Day Against Homophobia, Biphobia and Transphobia

## Organising for Equality

Scottish LGBT+ Committee and LGBT+ lead officers wish to formalise our communication strategy and plan for future events in a structured way. We are looking to coordinate Branches to work together for events and to work in a collaborative way to plan for events such as Pride and build a Scottish network. If you are a Branch LGBT+ or equality officer, please get in touch so we can add you to our database.

## **Contact and Information**

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

**Twitter - @UNISONScotlandLGBT**

**Instagram - @unisonscotlgbtplus**

'Out in UNISON' 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)