



# UNISON LGBT+ Equalities

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## Equality is at the heart of what we do...

- We are the biggest union in the UK with over 1.3 million members.
- One of UNISON's main aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination and winning equality is at the heart of everything UNISON does.
- We encourage all members to join the discussion on how to provide public services and how equality can be promoted when delivering them.

## LGBT+ in local governments under austerity

- We know through research that austerity has disproportionately affected LGBT+ members and service users.
- Our research shows that local government LGBT+ workers and service users felt:
  - greater financial hardships from redundancies, real term pay cuts and changes to benefit rules
  - problems finding LGBT+-friendly accommodation where they could feel safe
  - a reduction in sexual health and mental health services that addressed their needs
  - greater feelings of marginalisation and invisibility as specialist LGBT+ services and support disappeared

## Giving LGBT+ workers a voice through self-organisation

We have three levels where a member can be involved in our LGBT+ work, each level is self-organised by our LGBT+ membership:

- Branch level
- Regional level
- National level

We also have a specific Black members, trans members and disabled members caucuses to deal with intersectional issues.



## Taking our fight to workplaces

- Creating workplaces free from discrimination is our goal.
- We have a number of factsheets and bargaining guides to help local government workplaces become more LGBT+ inclusive.
- These include guides for LGB+, Bi+, trans people and how hate crime is a workplace issue. These are negotiated in collective agreements and policies with employers.

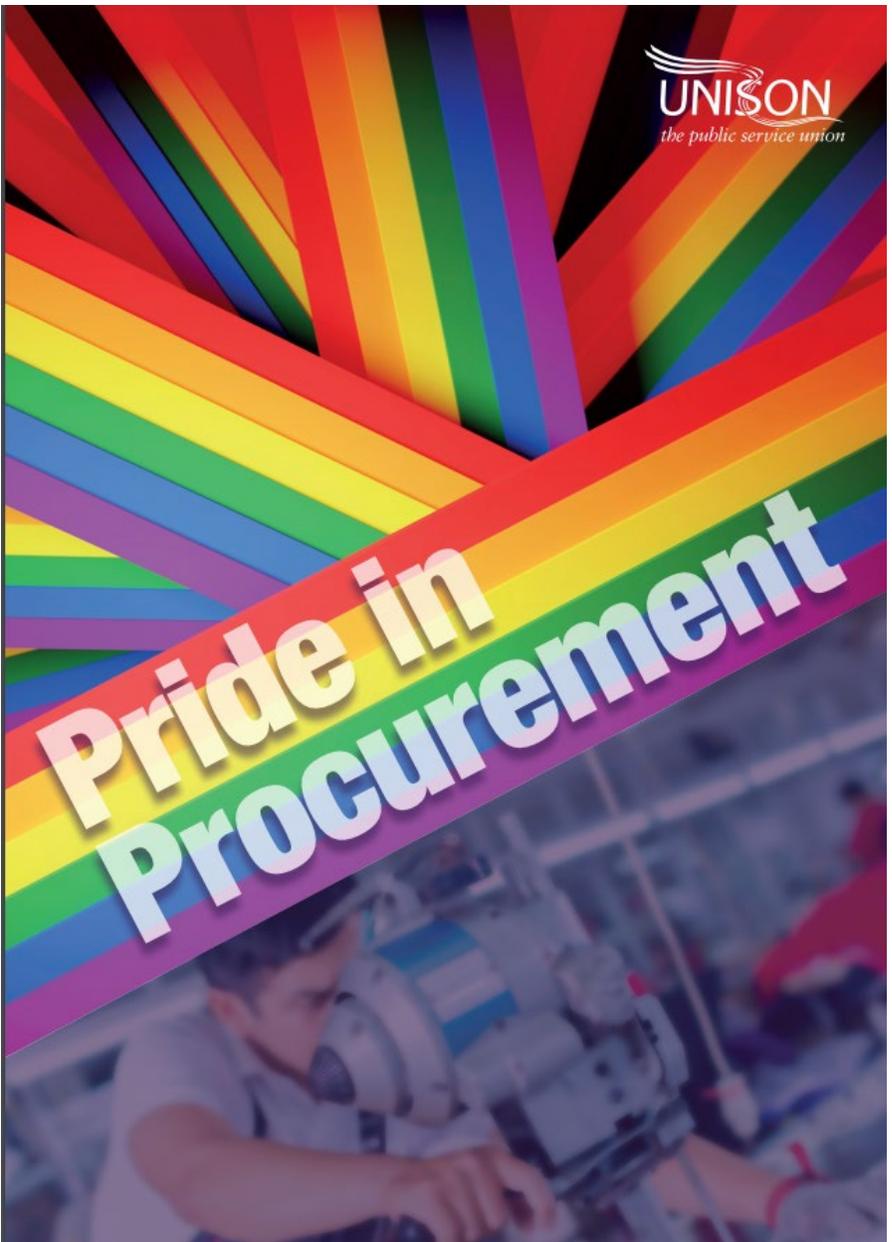
# Fighting for LGBT+ Equality: Local LGBT+ Staff Networks in the Workplace

- Raise issues affecting LGBT+ workers and support individual members in their workplaces
- Raise awareness of LGBT+ rights in the workplace
- Obtain support from UNISON for campaigns and training through the self-organised structure
- Put motions to conferences at regional and national levels
- Identify and challenge discrimination, informing the union's negotiations with employers
- Defend and promote LGBT+ public services



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## Planning Pride

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Pride events, in all their forms, are a highlight of UNISON's calendar. Here we'll help you make the most of them.

### Effective organising

How can we most effectively organise Pride events? How can we use them to recruit new members and activists? And how can we combat the commercialisation of Pride? Our new guide is packed with helpful information, ideas and case studies.

[> Pride organising guide](#)

### Pride in procurement

Pride events agitate for LGBT+ rights and liberation in the UK and abroad. Yet the stories of those who make Pride merchandise are often unseen and unheard.



## Contact us

If you would like anymore information on the work of UNISON, get in touch with me: [m.coe@unison.co.uk](mailto:m.coe@unison.co.uk)

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