



No.12 Summer 2021

Successful IDAHOBIT Webinar

International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT) is an important day to recognise, as sadly not every country around the world has the same rights. Equally, there are individuals that seek to undermine these progressive rights in Scotland and the rest of the United Kingdom. We cannot let this happen! Working collaboratively with a cross branch LGBT+ group from the Grampian region, the Scottish LGBT+ Committee and Scotland's LGBT+ lead officers, a UNISON IDAHOBIT webinar was organised with a panel of UNISON and community LGBT+ activists representing all aspects of IDAHOBIT. The evening was both informative and enjoyed by all who attended, including some of our activists from the Northwest Region. Hamish Walker, Northeast Scotland LGBT+ Group said: **"I ask that in reflection of IDAHOBIT, you all think about your own actions and call out victimisation, discrimination and harassment, 'which violate someone's dignity or creates an intimidating, degrading, humiliating or offensive environment. 'The Equality Act (2010) legally prohibits discrimination (whether direct or indirect) against a number of protected characteristics including gender reassignment and sexual orientation. Let us unite in UNISON and commit to fighting discrimination and prejudice."**

Watty Gaffney, Co-convenor Scotland LGBT+ Committee added: "IDAHOBIT is an important day when we stimulate interest in the work we do worldwide and stand in solidarity to fight for equality. **"The action plan for the Scottish LGBT+ committee is driven mostly by decisions at National LGBT+ conference and a large part of that work is highlighting and addressing International LGBT+ issues. "We are proud of our affiliation and involvement with ILGA Europe and ILGA World, and our campaign work to liberate LGBT+ communities from all forms of discrimination."** "With the success of this event, we look forward to more collaboration with branches across Scotland to challenge, celebrate and support the LGBT+ agenda."



ILGA Conference 2021

The ILGA-Europe team are much further ahead in developing a plan for this year's online event. They are taking time to reflect on what was learned in 2020, with a view to building an even better Gathering Online this year. Whilst an online event of course cannot replace all the unique elements of our Annual Conference, their intention is to again offer a meaningful moment for LGBTI activists in Europe and Central Asia to connect and come together this year.



We have already attended this year's financial EGM to approve the audit report and finances for 2021-22. We look forward to attending ILGA's second Gathering Online which will take place from 25-29 October 2021, followed by the AGM on 30-31 October 2021.

UNISON Scotland LGBT+ Annual General Meeting

We are currently discussing arrangement for this year's LGBT+ Committee AGM and will provide information soon. Please look out for nomination papers coming via Branch Secretaries and Regional Officers for attendance at our AGM and nominations for seats on the Regional LGBT+ committee. Depending on the number of applicants, an election may be required at the AGM.

We also hope to have some members virtual sessions where we can discuss plans and share information.

Upcoming Dates of importance

18th September – Bi Pride

23rd September – Bi visibility day

9th - 16th October - Hate Crime Awareness Week

11th October – National Coming Out Day

Network Meetings

17th September 2021 10.30am–1.00pm

Join us to learn more about the work that the UNISON Black LGBT+ network does and how you can get involved and help shape this work.



17th September 2021 2:00pm–4:30pm

Join us to learn more about the work that the UNISON Disabled LGBT+ Network does for equality and how you can get involved and help shape this work.

We will decide nearer the time whether this happens at UNISON Centre, or online or a mixture of the two. For more information contact: out@unison.co.uk

UNISON National LGBT+ Conference



We actively encourage members to attend National LGBT+ conference even if it is your first time. This year's conference is due to take place at The Brighton Centre Kings Road Brighton East Sussex BN1 2GR .

UNISON's Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Members Self-Organised Group Committee has agreed to hold a LGBT+ Members Self-Organised Group Conference from 1:30pm of Friday 19th November until 1:30pm on Sunday 21st November 2021

Registration for this conference is now open. Please speak to your branch to attend or if you are not out to your branch or work, please email: Out@unison.co.uk and our national officers will liaise with your branch on your behalf and maintain your confidentiality.

Your Regional Committee will be at conference to support and welcome you, and a regional meeting is arranged to guide you on conference processes. Motions have been submitted for adding to the agenda of conference business and we hope that branches have submitted motions. If you have not done so this year, then we can support you doing this moving forward for next year's conference.

We will produce a guide to conference nearer the time with information on your regional delegates and any meetings we will have at conference before the official business commences. This will be sent to all Scottish delegates after you register. This will allow new delegates to get acquainted with your regional committee members and other LGBT+ colleagues before heading off to Brighton.

Contact and Information

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

Twitter - @UNISONScotlandLGBT

'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