

Equality in the North West



A MESSAGE FROM THE REGIONAL EQUALITIES OFFICER — DION BAUGH



After a year's maternity leave, it's good to be back! And what a year to return, thanks to the Con-Dem coalition I'm going to be even more busy than before.

Campaigning for equalities is going to be even higher up on the Union's agenda as we find ourselves fighting to maintain jobs and services in the public sector.

Members and their families are struggling to make ends meet. The recent VAT increases, price rises on essential household goods, cuts in benefits and the possibility of an increase in pension contributions, all at a time when members are being hit by pay freezes, pay cuts and redundancies means that the UNISONs Self Organised Groups will be very busy continuing to promote equality and campaigning to eliminate discrimination wherever it is encountered.

I would appeal to all our members, Black and White, male and female disabled and able-bodied and LGBT and 'straight' to join with me and other trade unionists, community groups and service users and march on the 26th March and show this Government that we solid in our fight to save our jobs and services.

**MARCH
FOR THE
ALTERNATIVE:
JOBS-GROWTH-JUSTICE**



**26 MARCH
2011,
LONDON**

If you would like this newsletter in a different format, ie larger font or different colour, please contact Dion Baugh at d.baugh@unison.co.uk

NEWS



GOOD LUCK SARAH AND THANK YOU AND WELCOME BACK DION

Whilst I am glad to be back in the harness as Regional Equality Officer after my spell on Maternity Leave, it was sad that we had to say goodbye to Sarah Whitaker on 25 February 2011.

We wish to extend our thanks to Sarah and wish her all the best for the future. We are certain though that this is not the last we have seen of her.



What a picture!

Dion (left) and Sarah (right) together during the handover period, when we had the good fortune of having 2 REO's. Sadly this was not to last.

Film Festival 2011

This year marks the centenary of International Women's Month. Images of Black Women (IBW) Film Festival is back with its 7th Edition to keep on promoting greater awareness of the Diaspora's issues through films, with a focus on women's perspective. To find out more, visit:

http://campaign.r20.constantcontact.com/render?llr=xc6naecab&v=001cHaZO6NvI5VZULO DE5xRuLnnGBdIC030g_ucNtafzJUloERE Bowp9m_jwAvy3HzuVVHV0GFKIsppPvCi MjbJQwVL0LX6NO2erI3XIb4hONBQ2_s22WSMvA%3D%3D

Equality Act update 2011

Further parts of the Equality Act 2010 will come into effect on 6 April 2011- the new public sector equality duty and the positive action provisions. The new duty includes age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation and replaces current separate duties for disability, gender (including gender identity) and race which have been superseded by the Equality Act 2010. For further information visit:

<http://www.unison.org.uk/equality/news.asp>

Equality Reps' experience of addressing multiple discrimination at work

The Working Lives Research Institute at the London Metropolitan University are asking UNISON Equality Reps to help with research that we are carrying out into experiences of multiple discrimination at work. More information visit: http://www.unison.org.uk/equality/pages_view.asp?did=12387

Fear and HOPE – The new politics of identity

Searchlight Educational Trust has published a report called 'Fear and HOPE. The report explores the issues of English identity and race in England and it also gives a snapshot of current attitudes in society today. It concludes that economic pessimism is the key driver for fear and hate in society.' To learn more about the report, visit:

<http://www.fearandhope.org.uk/executivesummary/>

UNISON WELFARE: Winter Fuel Grants

Due to this year's severe weather conditions and rising fuel costs, UNISON Welfare has set up a limited fund that will provide grants of up to £50 for members on low income to help towards their winter fuel bill. To find out more or to apply, visit the UNISON welfare website at www.unison.co.uk/welfare.

REGIONAL SELF ORGANISED GROUPS **MEETING DATES 2011**

Self-organisation is members organising around their experience of prejudice and discrimination. Because prejudice and discrimination are deep-rooted in our society, women members, black members, disabled members and lesbian, gay, bisexual and transgender members have traditionally been less visible in trade unions and under-represented in democratic structures. Self-organisation offers a way to address this.

- **Disabled Members — all meetings will commence at 11am**

Thursday 26th May

This meeting will consider motions & regional delegates to the 2012 National Conference

Saturday 3rd September

This will be the AGM. The meeting will consider amendments to conference motions and committee elections

- **LGBT Members**

Wednesday 17th June, 7pm—8:30pm

This meeting will be themed around IDAHO and consider National Conference motions.

**Saturday 17th September, 11am—1pm (AGM)
- 2pm—4pm (Conference Training)**

AGM to hold committee elections, elect regional delegates for conference and consider amendments to motions

- **Black Members—all meetings will commence at 1:30pm**

Wednesday 29th June

Meeting will consider conference motions

Monday 17th October

Elections, conference motions amendments and regional delegates

- **Women Members**

Thursday 22nd September, 11am

AGM, will also need to consider Women's conference motions and regional delegates

Tuesday 22nd November, 2pm

Conference motions amendments

UNISON guidance is that all meetings in UNISON will last for 2 hours

BRANCH EQUALITY OFFICERS (BEO)

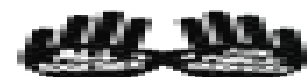
At branch Annual General Meetings elections would have taken place for Branch Equality Officers. If you were newly elected and would like to meet with other BEOs, the next Equality Officers forum meetings will take place on:

25th May 2011 and 3rd November 2011

The meetings are informal and are an opportunity to discuss current equality issues in UNISON and receive updates on equality law / legislation.

This forum is also open to Workplace Equality Representatives.

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Events

The following equality events are being planned for 2011.

- Tuesday 17th May: IDAHO (International Day Against Homophobia) event
- Saturday 11th—Sunday 12th June: Blackpool Pride
- Sunday 10th July: Disability Awareness Day
- Saturday 16th July: Regional Women's Forum biannual seminar—venue to be confirmed.
- Saturday 6th August: Liverpool Pride
- Saturday 13th and Sunday 14th August: Manchester Caribbean Carnival, Alexandra Park, Moss Side
- Saturday 17th—Monday 29th August: Manchester Pride
- October: Event and date to be confirmed
- Saturday 8th October: Dashehra Diwali Mela, Platt Fields Park, Manchester
- Thursday 1st December: World Aids Day event



Self Organised Groups Contact Details:

Disabled Members: Margaret.Hill@knowsley.gov.uk and ghigginson@aqg.org.uk

LGBT Members: eileenbest@talktalk.net and jimothy@o2.co.uk

Women Members: liz.cameron@salford.gov.uk and sylbray@googlemail.com

Black Members: liz.cameron@salford.gov.uk and Benson.Osawe@smuht.nwest.nhs.uk

Regional Equalities Officer:

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