

EQUALITY NEWS

Spring 2017,
Issue.1

Welcome!

Welcome to the first Equality newsletter from your Regional Equality Forum (REF). We hope this will be a regular feature going forward.

News of what we are doing, case studies, how members can get involved and how branches can involve under-represented groups on the union. This is your newsletter so please let us have feedback, letters questions and suggestions for articles.

The London Region leads the way on Equality in the union and we are passionate about change that benefits all.

So happy reading and looking forward to working with you in the future

Brian Shaw,
Chair, REF
GMB London Region

NEXT ISSUE:

We'd love to hear from you. If you have any articles, news, photos, feedback or events that you want to share with GMB London Region members, drop us a line at: neflgbt@hotmail.co.uk

Please send these in by 5 May 2017. The maximum word count for articles is 700 words.

Keep an eye out for our Summer issue which will be published in May.

Contents

- 2 Prides 2017
Diverse Experiences of a GMB Equalities Rep
- 3 Politics of Hate
- 5 Refugee Aid
- 7 Equality Awards Competition!
- 8 LGBT+ Network
- 9 Disabled Members Group
- 10 Dates for your Diary
- 11 Eleanor Marx Awards
Blood donation ban campaign

Dis [ability] – GMB Disabled Members' Network

If you self-identify as disabled, we have just the group for you to get involved in. Join [ability] today:

E: gmbability@outlook.com



@gmbability



Prides 2017

Once again, GMB Shout will be at Pride events around the region during the summer.

London Pride will be on Saturday 8 July and we are looking to have an open top bus again, taking us through the streets of London.

UK Black Pride is the following day. The venue has yet to be confirmed. It's a friendly, vibrant and fun event.

Norwich Pride is on Saturday 29 July.

For more info about joining us at these events, or other Prides in the region, see our website at gmbshout.net or email info@gmbshout.net



GMB Shout's new logo

Diverse Experiences of a GMB Equalities Rep

I was made redundant in 2015 after almost two decades of service with our local authority. Since then my life as a GMB Equalities Officer (EO) and Rep has never been more diverse and colourful.

I have seen members whose disabilities cause them big problems at work, especially also if this concerns mental health issues; others feel discriminated against due to their race, sexual orientation and occasionally age. Those were cases where my support as an EO was useful.

On a broader scale, as a Rep I have learned a lot about the trials and tribulations of chefs in hotels and institutions; concerns of teaching staff in schools and education establishments; the burdens and unrealistic expectations of NHS supporting staff and care services; the hazards of heavy duty work in construction and building; and not least the ever increasing uncertainties faced by my old colleagues and friends in local authorities.

I have tried to assist our members as best I could. Usually it has helped in some ways, sometimes problems got resolved, occasionally the outcome turned members' lives round completely. But sadly at times there was little I could do. Successes are rewarding, failures frustrating.

Stephen Jones
Organiser, dis [ability]

Spotlight on: Politics of Hate

‘Le Trump Rezistans’

A new resistance movement has formed across the world.

It is not good enough for the global audience to sit idly and scratch its head at the election of Donald Trump. Trump modelled himself on the politics of hate, creating and harvesting division against so many different groups of people across America and wider still.

Since the day of his inauguration as the 45th President of the United States of America, Donald Trump has done what very few people before him has managed to do. Millions of people, from all different backgrounds, are uniting to voice their concern at this odious human being. Demonstrations are being formed all around the world.

London stands up to racism

In London, a huge demo was called outside the American embassy in Grosvenor Square, organised by Stand Up to Racism.

I was asked to be one of the guest speakers and jumped at the chance to represent the good name of GMB (and GMB Race).

The turn-out was huge. It was noisy and it was clearly very agitated.

Even before Trump, we have seen what has happened post-Brexit and the polarised impact that this has had in many quarters of society. Whenever you see polarisation and division rising, against this you will also see the voice of tolerance, togetherness and inclusion.

There is definitely a new awakening taking place around the world and it is great to see the trade union movement at the forefront of this fight.



Fevzi Hussein addressing the London rally

It is easy to stoop into the gutter when we talk about Trump. That is after all where his politics of hate belong. In writing this piece I will do my best to resist this.

Trump's first week

In his first week as President, Trump has followed through on much of his poisonous rhetoric. He has continued calls for his wall on the Mexican border, he has announced immigration controls deliberately targeting Muslims, he has removed an apology to the LGBT community from the American White House website, and he has also removed the Spanish language version from the White House website.

The man is on a mission to seemingly alienate as many people as he can; oh, except interestingly, the far-right, who are relishing his divisive policies with figures from the Alt-Right, Klu Klux Klan, Front Nationale, UKIP and many more dancing to the Trump groove singing his praises.

Our Prime Minister's recent visit to the White House was, to be frank, quite sickening. Not only has Mr. Trump already been invited back to the UK on an official state visit (which he has duly accepted), Theresa May was seen holding hands with the President during her White House visit. At the time of writing this piece, she is the only leader of a supposed great democratic power not to have condemned Trump for his announcement banning Muslims from entering America. Her actions are more akin to a chocolate blancmange's as opposed to a Prime Minister's.

It was refreshing to see the leader of the opposition Jeremy Corbyn coming out straight away calling for a ban on a Trump state visit.

Media prejudice

We can be quite humorous about many Trump elements but from where I am standing, as a British Muslim (non-practicing), a British-born Turkish Cypriot, I am very scared at what the future holds.

In Quebec, we have seen what mainstream media describe as a "lone-wolf", who went into a mosque and murdered a number of Muslim people in the middle of their prayers. A number of others were seriously injured.

The scumbag who did this was as terrorist as those scumbags who call themselves Daesh. (I refuse to associate Daesh as an Islamic Group as they do not represent me in any way shape or form).

Mainstream media must come clean - they must stop the systematic conditioning of people which is seeing more and more

Muslims suffering indiscriminate attacks by neo-Nazis.

Take the Quebec Mosque shootings as an example; it was originally reported by FOX news that a 'Muslim terrorist' had been responsible for the shooting. When it became clear that the suspect was in fact a key witness and the killer was a white man the media changed the terminology to 'lone-wolf'. What a difference!

The media has a responsibility to be reliable and trustworthy when they report news. The Leveson Enquiry clearly has not had any impact on the social conscience of many media groups.

Getting back to Trump, I predict that the resistance against him will grow. Attacks on Muslims and other immigrants will also sadly grow, as parts of society will see the President's words and behaviour as a green light to commit abuse, assaults and worse.

Trade unionists stand united

I am proud to be a trade unionist. Stand with the trade union movement. Stand with those groups who oppose hatred and division. Our collective voices will count for everything so I would urge you all to get involved in this fight.

When Nazi Germany came for the Jews that didn't happen overnight. There was a process of scapegoating and 'persona no grata' targeting the Jewish community, LGBT people, Disabled people, Trade Unionists and many more. Pastor Neomollar called it at the time perfectly.

Let's not wait before there is no-one else. Let's fight now.

Fevzi Hussein
Vice Chair, GMB Race

Special Feature: Supporting Refugees

Refugee Aid – GMB Race in Action

GMB Race led a small aid convoy to Calais last December, a few months after the demolition of the refugee camp that had shocked so many across the world.

Those on the excursion had hoped to find the small port town revert to its tourist roots and to hear how the tens of thousands of refugees many of them women and children had been appropriately processed - their dignity intact. Instead we found that the refugee crisis was far from over despite media reports and propaganda from both the French and British Governments.

Bleak wasteland

The once bustling camp was now a bleak wasteland. Bulldozers flattened the refugee metropolis formally known as the 'Jungle', their tyre tracks having crushed toothbrushes, shoes and household items into the mud.

Adult refugees were relocated into CAOs (resettlement centres) with minors taken into care. Official estimates put those resettled at 5,000 adults and 1,900 minors respectively. However, many charities working around the camp estimate that more than twice those numbers were living at the camp and are currently still unaccounted for.

GMB RACE was invited to a seminar by Care4Calais one of the main charities working in the area and told how the French authorities had comprehensively failed to properly manage the dissolution of the camp.



GMB Race in Calais

Cleared in the height of winter, many refugees were moved to even colder parts of France with only the clothes they stood up in. They were harassed and bullied into signing documents they didn't understand. This poor treatment has led to many refugees fleeing the resettlement process and returning to Calais as a mixture of 'hidden homeless' with others setting up small and medium sized camps around the town with no access to medical facilities, toilets or running water. We heard how these smaller camps are riddled with damp and dangerous airborne toxins which are having a devastating impact on the health of babies and children.

Nobody should be living in unsafe conditions least of all children; many of them unaccompanied. It's not a question of whether the camp should have been cleared. The question ought to be when and how and whether it was part of a clear joined up plan that would work. The ill-thought-out demolition

of the Calais camp has seen the proliferation of dangerous situations making monitoring and the delivery of aid much more difficult.

We heard awful stories which highlighted the lack of safe accommodation and proper monitoring processes which led to many refugees heading to Paris and Lyon and other major cities to sleep rough. What is worse is the phenomenon 'Sofa Surfing' where young women and children as young as 13 sleep in the homes of strangers.

Whilst many of these stories underscored peoples goodwill to help those in need others highlighted the risks endured for food and a warm bed. Demolitions went ahead in the full knowledge that steps to safeguard vulnerable adults and children had not been put in place.

Liberté, égalité, fraternité are three things that the GMB Union promotes in all the work that it does. We didn't just go to Calais to distribute aid, GMB Race also went to Calais because it is the epicentre of Marine Le Pen, the leader.



of the French National Front's drive to become President in this year's French elections.

Post-Brexit, it's crucially important that refugees and migrants seeking to come to our country many of whom have family here in the UK and close links are treated with dignity and respect. Having voted to leave the European Union and with the election of Trump difficult political and economic times lay ahead.

Work together

It's a time to work together and support each other regardless of background. Over the next few months GMB RACE will be visiting the Dunkirk camp and will be developing a new campaign to raise funds for SHELTER, a UK-based charity that campaigns to end homelessness and poor housing in England and Scotland.

Look out for updates, it would be great if you got involved.

Robbie Scott
Communications Officer, GMB Race



Follow us:

 [@GMBRACE](https://twitter.com/GMBRACE)

 facebook.com/groups/411778275687169/

 gmbraelondon@gmail.com

GMB President's Leadership Awards for Equality 2017

Inspiring Equality

Each year, GMB recognises the talents, commitment and passion to equality by awarding the union's most inspirational individuals, Regional Equality Forum (REF), organising and workplace equality projects.



Mary Turner,
GMB National President

This year, the awards will be presented at GMB Congress in June in Plymouth.

Past winners and runners-up have included GMB London REF, GMB London region equality activists Brian Shaw, David Braniff-Herbert, Taranjit Chana, Mick Lancaster and

the 'Putting the T Back into LGBT' project and project's Trans Equality at Work toolkit for reps.

The **Award categories** are:

1. Most inspirational individual on equality in GMB or at work
2. Most inspirational REF
3. Most inspirational equality project for organising
4. Most inspirational project for making a difference at work

We would love it if you could tell us which GMB London region members and reps have been inspirational to you, and made a difference at work, in equality. For more info including the nomination form, please contact Sue Hackett, Regional Equalities Officer:

E: equality.london@gmb.org.uk

Nominations by 3 May 2017 please.

COMPETITION ★ **COMPETITION** ★ **COMPETITION**

Name The Newsletter - what do YOU think we should call this newsletter?

Prizes for the winner and two runners-up (£20 and £10 vouchers)

We believe this Equality bulletin should be given an inspiring, eye-catching name and one which relates to Equality. We want you to suggest the name. You must be a GMB London region member to take part, and you can suggest more than one name if you are feeling very creative!

Email your suggested Equality Newsletter name or names, with your contact details, **by 5 May 2017** to Sue Hackett: equality.london@gmb.org.uk

Your future Equality newsletters will be given the winning name. Time to get thinking!

GMB Shout! – LGBT+

GMB is committed to protecting, promoting and furthering employment rights, and full equality and human rights for all workers who identify themselves as a lesbian, gay, bisexual and/or trans (LGBT+) person.

As GMB LGBT+ members, we run our own successful network and committee, called GMB Shout! LGBT+, or usually just GMB Shout!.

A diverse and growing community

Young LGBT+ members play a dynamic, valuable and key role in Shout! and in our Committee. Whilst we have grown into a larger, more diverse community of Shout! members, we want you to be a part of this inclusive family too.

We welcome potential new GMB members to get in touch with us to find out more.

Safe space

Shout! guarantees a safe space for LGBT+ members to be themselves, where they can build their confidence to 'come out'. We aim to offer advice and support to any GMB member wishing to take this life-enhancing step.

Making things happen – for the better!

We love getting together regularly to debate what's happening in the current political climate and how we can push back the tide of discrimination and fight for full equality. We create campaigns and projects in order to make change and equality happen for us, for everyone, for the better.



Stronger together

We're the longest-running equality self-organised group in GMB London region, and probably in the whole union. That means we have been pushing for Equality in GMB and beyond **for everyone** that bit longer. That doesn't mean we're ancient – rather, we've had lots of successes!

Join us and the growing numbers of LGBT+ people and allies in fighting to make a better life for ourselves and others.

The more we are united, the more powerful we have become.

Sandie Maile
Chair, GMB Shout! London



Check out our website for upcoming events.
Join us on Facebook and Twitter.

Web <http://gmbshout.net>



info@gmbshout.net



[GMB Shout! - LGBT+](https://www.facebook.com/GMBShout-LGBT/)



[@gmbshout](https://twitter.com/gmbshout)

disability

the disability forum



who Join us a newly established
we are self-organised forum of likeminded
and empowered self-defined disabled
what we people actively campaigning
do against and questioning
stereotypes surrounding disability
in the workplace, challenging
employers to look past the 'dis' in
disability and to look at the
[**ability**] of the person.

Striving for the day when as
self-defined disabled people we
will not be judged by our disability
but by the strength of our
character and our [**ability**] to
get the job done.

join **now** - join **us** - join **the campaign** - join **gmb**
gmbability@outlook.com

JOIN ONLINE TODAY AT WWW.GMB.ORG.UK/JOIN

UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303

www.unionline.co.uk

Dates for your Diary: April - October 2017

Keep updated with events, news, campaigns, etc. by:
 joining our Facebook equality self-organised groups
 following them on Twitter

GMB London Regional Equality Forum
 GMB Race London
 GMB Sisters
 GMB Shout! LGBT+
 GMB Young London

DATE	EVENT	DETAILS
May	GMB Race – Open meeting	Details to be confirmed
1 May	International Workers’ Day	
16 May	GMB Sisters – Open meeting	All women members welcome
17 May	International Day Against Homophobia, Biphobia and Transphobia	dayagainsthomophobia.org/ - official theme for 2017 is ‘Families’
18-19 May	TUC Disabled Workers’ Conference	For info
27 June	GMB Sisters – Open meeting	All women members welcome
28 June	Fringe meeting – hosted by GMB Shout!	Details to be confirmed
6-7 July	TUC LGBT+ Conference	For info
8 July	London Pride 2017	Details to be confirmed
9 July	UK Black Pride	Details to be confirmed
15 July	GMB Race AGM	Details to be confirmed
29 July	Norwich Pride	Details to be confirmed
8 August	GMB Sisters – Open meeting	All women members welcome
19 September	GMB Sisters – Open meeting	All women members welcome
October	Black History Month (BHM)	blackhistorymonth.org.uk/
4 October	GMB Race – BHM event	Details to be confirmed
10 October	World Mental Health Day	mentalhealth.org.uk/
31 October	GMB Sisters AGM	All women members welcome

Eleanor Marx Awards: Outstanding Women in GMB



Eleanor Marx

Do you know a woman who is a GMB member or lay representative, whose hard work and commitment deserves to be recognised?

Is there an outstanding female member or activists in your Branch or Workplace?

Did you know that all GMB members can nominate a GMB woman for this award?

Whilst the deadline for this has just passed, you can always get ready to nominate in 2018, and we'll send out a reminder.

For this year, GMB National Women's Taskforce are currently judging the submissions and the successful candidate will receive the award at GMB National Congress 2017.

Fingers crossed for a GMB London region winner!

Ban on Blood Donation – Campaign News

GMB Shout! is leading the union's campaign against the outdated and discriminatory practice of preventing men who have sex with men (MSM) from donating blood.

The discriminatory ban on MSM giving blood has no place in a modern society.

All blood is vigorously screened before it is used and therefore we should not rely on an outdated practice which sees people's lives put at risk due to a shortage of blood donations.

We are calling on the UK Government to end the 12 month deferral ban on MSM and treat everybody equally who is willing to donate blood, regardless of who they are, their sexuality, gender or gender identity.



Action to take:

Tweet your support:
#donationnotdiscrimination

Sign the e-petition:
[ipetitions.com/petition/gay-blood-donation-not-discrimination](https://www.ipetitions.com/petition/gay-blood-donation-not-discrimination)

GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help. **IF YOU WORK YOU NEED GMB@WORK**

Join now at www.gmb.org.uk/join or fill in the form below

then simply write FREEPOST GMB LONDON REGION on an envelope and post it to us—you don't need a stamp or any other address details. If you have any questions contact GMB London: email london.membership@gmb.org.uk or visit our website www.gmblondon.org.uk

FOR GMB USE ONLY	Section <input type="text"/>	Branch number <input type="text"/>	Membership number <input type="text"/>	Date of joining <input type="text"/>
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GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>	
Postcode <input type="text"/>	Email <input type="text"/>		
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>			Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party <input type="checkbox"/>
National Insurance number <input type="text"/>	I agree to abide by GMB rules Signed <input type="text"/>	Date <input type="text"/>	

2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	How many hours a week do you work? <input type="text"/>
Postcode <input type="text"/>	Pay number <input type="text"/>
I give my employer permission to notify GMB of any future change of address <input type="text"/>	Pay date <input type="text"/>
I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed <input type="text"/>	

3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="text"/> 1st day of the month*	<input type="text"/> 8th day of the month*	<input type="text"/> 16th day of the month*	<input type="text"/> 23rd day of the month*	<input type="text"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="text"/> 1st Friday	<input type="text"/> 2nd Friday	<input type="text"/> 3rd Friday	<input type="text"/> 4th Friday		

4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, John Cope House, 152 Brent St, Hendon, London NW4 2DP

Name and full postal address of your Bank or Building Society branch	
To the Manager of <input type="text"/>	Bank/Building Society <input type="text"/>
Address <input type="text"/>	
Postcode <input type="text"/>	

Name(s) of account holder(s) <input type="text"/>

Bank/Building Society account number <input type="text"/>	Bank/Building Society Sort Code <input type="text"/>
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Banks or Building Societies may not accept Direct Debit instructions for some types of account

Service User Number

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) <input type="text"/>	Date <input type="text"/>
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For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Reference number (GMB use only) <input type="text"/>
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