



# Standing Orders Committee (SOC)

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## Report No. TWO

### 1. INCLUSIVE LANGUAGE

We are committed to the fullest participation in this conference and all have a part to play in our attitudes, actions and language. Racist, disablist, sexist, transphobic, ageist, biphobic or homophobic language will not be tolerated.

Increasing numbers of us identify outside the gender binary, so please avoid language which is not inclusive for example 'sisters and brothers'. Please also respect people's pronouns (e.g. she/he/they) when talking to them and when talking about them.

### 2. PROCEDURES

#### Reference Back of SOC Report

When the SOC Chairperson moves the Standing Orders Committee Report, the Conference Chair asks the delegates for questions. At this point delegates are given the opportunity to ask a question. **Delegates can move reference back of a particular section of the report if they are not satisfied with its contents.** Therefore the SOC recommends that Conference may vote to refer back a whole, numbered section or part of a section.

The effect of reference back of a particular section or part of a section is that Conference has not yet approved that section and the SOC is charged with reconsidering it. The SOC will then report back to Conference with its reconsidered view and ask Conference to accept the updated report.

The SOC may decide to change its proposal, or to maintain its original

**GREEN**

proposal. Delegates can only vote to accept the report or refer back a section of the report. They cannot amend the report from the floor of Conference.

### **3. AMENDMENTS TO CAUCUS MOTIONS**

The following amendments to caucus motions have been admitted to the agenda:

Amendment to motion 19 submitted by West Midlands region LGBT + group. The amendment will be taken on the agenda as amendment 19.1.

Amendment to motion 19 submitted by national LGBT+ committee. The amendment will be taken on the agenda as amendment 19.2.

Amendment to motion 22 submitted by West Midlands region LGBT+ group. The amendment will be taken on the agenda as amendment 22.1.

Amendment to motion 22 submitted by national LGBT+ committee. The amendment will be taken on the agenda as amendment 22.2.

Amendment to motion 23 submitted by West Midlands LGBT+ group.. The amendment will be taken on the agenda as amendment 23.1.

The wording of the amendments can be found at Appendix A.

### **4. AMENDMENTS TO NATIONAL DELEGATE CONFERENCE MOTIONS**

The following amendments to national delegate conference motions have been admitted to the agenda:

Amendment to motion NDC 2 submitted by West Midlands region LGBT+ group. The amendment will be taken on the agenda as amendment NDC 2.1.

Amendment to motion NDC 3 submitted by West Midlands region LGBT+ group. The amendment will be taken on the agenda as amendment NDC 3.1.

Amendment to motion NDC 4 submitted by West Midlands region LGBT+ group. The amendment will be taken on the agenda as amendment NDC 4.1.

The wording of the amendment can be found at Appendix B.

### **5. EMERGENCY MOTION**

The SOC has agreed that the following emergency motion will be admitted to the agenda:

EM1. TRANS RIGHTS AND THE LABOUR PARTY submitted by national LGBT+ committee.

The wording of the emergency motion can be found at Appendix C.

The emergency motions will be taken after all the other motions on the agenda in accordance with SO 10.4.

## **6. EMERGENCY MOTION NOT ADMITTED TO AGENDA**

The SOC has agreed that the emergency motion SACK SUELLA submitted by North West region LGBT+ group will not be admitted to the agenda as it was not competent as the action called for was beyond the remit of the national LGBT+ committee.

The wording of this emergency motion can be found at Appendix D.

## **7. COMPOSITES**

Composite A – RECRUITING AND ORGANISING YOUNG LGBT+ MEMBERS.

The submitters of motion 6 and amendments 6.1, 6.2, 6.3 and 6.4 have agreed to Composite A.

The wording of the composite can be found at Appendix E.

## **8. GROUPED DEBATES**

The SOC is recommending that motions 12 and 19 and amendments 12.1, 19.1 and 19.2 be taken as a group debate.

## **9. CONSEQUENCES**

No consequences have been identified.

## **10. BUSINESS NOT ADMITTED TO THE AGENDA**

The wording of business not admitted to the agenda was published in the final agenda contained in the conference guide.

Delegates wishing to move reference back on this section need to specify which motion or amendment they are referring to.

Appeals cannot be started at conference or from the conference floor, appeals initially had to be made in writing via OCS (online conference system) by 30 September 12 noon.

## **11. ORDER OF BUSINESS**

The Order of Business for this year's Conference has been compiled based on the priorities received from national and regional submitting bodies to select six motions from the final agenda.

The following responded before the closing date of noon Friday 11 November: National LGBT+ committee, Black LGBT+ members' caucus,

East Midlands region LGBT+ group, Greater London region LGBT+ group, Northern region LGBT+ group, Northern Ireland region LGBT+ group, North West region LGBT+ group, South West region LGBT+ group and Yorkshire & Humberside region LGBT+ group.

The national LGBT+ committee annual report will be presented in sections over Saturday and Sunday, rather than all at once at the start of conference. The sections will be: co-chairs' introduction, negotiating LGBT+ equality, international work, campaigning and promoting UNISON, and recruiting and organising. Motions on each of the areas of work will be taken after the presentation of the relevant section.

Please note that prioritised motions will be taken even if the timeslot for the next section has been reached. Non-prioritised motions not reached will move to the end of business. **Prioritised motions are indicated in bold.**

Following the prioritisation process, the SOC has determined the order of business for conference as set out in Appendix F and includes the national LGBT+ committee position.

## **12. TIMETABLE**

The revised timetable is attached at Appendix G.

## **13. WITHDRAWALS**

There have been no requests by the submitters to withdraw any motions or amendments from the agenda.

Delegates are reminded that forms for withdrawals of motions and amendments are available from outside the SOC meeting room, Menteith, Level -1.

## **14. SPEAKERS**

The SOC has approved the following speakers to address conference:

Christina McAnea, UNISON general secretary,

Julia Ehrt, Executive Director at ILGA World,

Andrea Egan, UNISON president.

## **15. TELLERS**

To note that the following tellers have been nominated prior to conference:

Greater London – Neil Smith,

North West – Alexis Candland

Scotland – Stuart Cooper,

South West – Hells-Bells Bowman-Brown

South West – James Sharp-Smith

## **16. BUCKET COLLECTION**

A bucket collection will take place at the close of conference on Saturday 19 November. There will be only one recipient of the collection.

Suggestions for recipients should be brought to the SOC by no later than 11.30am on Saturday 19 November using the appropriate form which can be collected from outside the SOC meeting room, Menteith, Level -1.

## APPENDIX A

### AMENDMENTS TO CAUCUS MOTIONS

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#### AMENDMENT 19.1

In the fourth paragraph delete “the Lesbian and Gay Network ‘NALGAY’” and substitute “NALGAY, the world’s first network of lesbian, gay, bisexual and transgender plus trade unionists,”.

**West Midlands region LGBT+ group**

#### AMENDMENT 19.2

After existing last paragraph, insert new paragraph as follows:

“Further, Conference welcomes the adoption by the 2022 Trades Union Congress (TUC) in October of the motion from TUC LGBT+ Conference ‘Supporting trans and non-binary workers’, which included a call for the TUC General Council to launch a TUC alliance for trans and non-binary rights. It calls on the National LGBT+ Committee to work with the National Executive Council to promote the establishment of such an alliance and to seek the support of other unions for the 2024 Year of LGBT+ workers initiative.”

**National LGBT+ committee**

#### AMENDMENT 22.1

Insert new twelfth paragraph:

“Conference also notes that an emergency motion, ‘Stop Deportations to Rwanda’, opposing the scheme as a whole, was admitted to the agenda of UNISON National Delegate Conference 2022 but not reached so referred the National Executive Council (NEC). Conference supports this approach and instructs the Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Members’ National Committee to make representations to the NEC that it adopt the motion as UNISON policy.”

In the final paragraph:

In the opening sentence, delete “therefore” and substitute “also”; and,

In sub-paragraph 1. after “refugees” add “and others”.

**West Midlands region LGBT+ group**

## **AMENDMENT 22.2**

After existing 11th paragraph (starting 'Conference notes..'), insert new paragraphs as follows:

"Conference welcomes the adoption by the Trades Union Congress (TUC) 2022 of the motion 'Oppose the government's unlawful immigration system', which included condemnation of "the government's inhumane plan to transport people seeking asylum in the UK to Rwanda to be housed in offshore detention camps". It welcomed the legal action taken by the Public and Civil Service Unions (PCS) along with Detention Action, Care4Calais and refugees against the Rwanda asylum policy and instructed the TUC General Council to campaign against the policy, and support protests being organised against the policy"

Insert new point 1 as follows, and renumber other points accordingly:

- "1. Support the campaign against the Rwanda asylum policy, and support appropriate protests organised against it"

**National LGBT+ committee**

## **AMENDMENT 23.1**

In the final paragraph:

In the opening sentence after "SOGs" and again in sub-paragraph 2. after "SOG" add ", retired members' national committee"; and,

In sub-paragraph 3., after "SOG" add ", retired members'" and, after "SOGs" add ", the retired members' organisation".

**West Midlands region LGBT+ group**

## **APPENDIX B**

### **AMENDMENTS TO NATIONAL DELEGATE CONFERENCE MOTIONS**

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#### **AMENDMENT NDC 2.1**

In the fourth paragraph delete “the Lesbian and Gay Network ‘NALGAY’” and substitute “NALGAY, the world’s first network of lesbian, gay, bisexual and transgender plus trade unionists,”.

**West Midlands region LGBT+ group**

#### **AMENDMENT NDC 3.1**

Add a new fourth paragraph:

“Conference is alarmed that then prime minister, Liz Truss, announced during her brief tenure that the United Kingdom (UK) would consider moving its embassy from Tel Aviv to Jerusalem.”; and,

In the final paragraph add a new sub-paragraph:

- “5. Urge Labour Link to seek a commitment from the Labour Party that an incoming Labour government would act quickly to repeal any anti-boycott legislation and to cancel any plan to move the UK embassy.”

**West Midlands region LGBT+ group**

#### **AMENDMENT NDC 4.1**

In the second paragraph, after “branch” add “, retired members’, young members’”; and,

In the final paragraph, in sub-paragraph 4. after “self-organised” add “, retired members’”.

**West Midlands region LGBT+ group**



### EMERGENCY MOTION

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#### EM1 TRANS RIGHTS AND THE LABOUR PARTY

Conference notes that comments made by Keir Starmer on 28 October in a Mumsnet interview regarding trans youth healthcare have caused significant concern.

In response to a question from a Mumsnet user about the interim report by Dr Hilary Cass on the provision of trans youth healthcare, Starmer focussed on the idea of consent, saying: “Children shouldn’t be making these very important decisions without consent to their parents, I say that as a matter of principle as a parent.”

“We all know what it’s like with teenage children. I feel very strongly about this. This argument [that] children [can] make decisions without the parents is one I just don’t agree with at all.”

This seems to go against the concept of Gillick competence, which dates back to a 1985 legal ruling, and is used to determine whether young people can consent to healthcare such as contraception.

Conference further notes that Rosie Duffield, the Labour MP for Canterbury, has reportedly said she would rather be arrested than call Eddie Izzard a woman. Eddie has launched a bid to be selected as the Labour candidate for Sheffield Central constituency at the next general election. She is one of six candidates who have put themselves to replace outgoing MP Paul Blomfield.

LGBT+ Labour, Labour Students and Young Labour have called on the party to withdraw the whip from Duffield. On 24 October, Labour Students published a statement on social media saying that “Duffield’s behaviour has gone beyond the pale and we echo LGBT+ Labour’s calls that she should lose the whip”, arguing that the MP has “consistently gone out of her way to damage the trans community”.

LGBT+ Labour first called for Duffield to have the Labour whip withdrawn in July 2021 as well as urging the party to suspend her, alleging a “pattern of LGBT-phobic behaviour” on the part of the MP. The group retweeted Labour Student’s statement, stating: “Our position on this has not changed.”

Conference therefore calls on the national LGBT+ committee to raise these issues as a matter of urgency with Labour Link, with a view to urging the Labour Party leadership to speak out clearly and consistently in support of trans rights

and responding to the issues raised by LGBT+ Labour relating to Rosie Duffield.

**National LGBT+ committee**

### EMERGENCY MOTION NOT ADMITTED TO THE AGENDA

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#### SACK SUELLA

Conference notes with concern that The Right Honourable Suella Braverman KC (King's Counsel) MP (Member of Parliament) started to serve for a second period as Home Secretary on 25th October 2022, just six days after resigning as Home Secretary on 19th October 2022 for breaching the Ministerial Code.

The website TheyWorkForYou lists Suella as having voted against allowing marriage between two people of the same sex, consistently voted against equal gay rights and consistently voted against laws to promote equality and human rights.

In an interview with The Times newspaper, Suella described JK Rowling as a “heroine”, said that pupils who were born male should not be able to use girls’ lavatories or changing facilities and that schools do not have to accommodate children who want to change gender.

At an event at the Conservative Party conference, Suella stated “I would love to have a front page of The Telegraph with a plane taking off to Rwanda, that’s my dream, it’s my obsession”.

Conference believes that Suella’s views are reflective of a wider erosion of Lesbian, Gay, Bisexual and Trans Plus (LGBT+) rights following over a decade of the Conservative Party being in power which has seen a sustained attack on trans and non-binary rights by ‘gender critical’ campaigners and a botched consultation and a failure to ban all forms of conversion therapy.

LGBT+ people cannot rely on the Tories to advance equality.

Conference therefore calls on the national LGBT+ committee to:

1. Prioritise preparing for a general election by producing and publish a range of resources to demonstrate what the decline in LGBT+ equality has looked like over the last 10+ years, which could include highlighting the anti LGBT+ voting records of members of the Conservative front bench like Suella Braverman;
2. Engage with branches, regions, nations and caucuses to develop and launch a manifesto for LGBT+ Equality;

3. Start discussions with the Labour Link Forum and LGBT+ Labour about how the above resources can be used to engage with Labour politicians.

**North West region LGBT+ group**

### COMPOSITES

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#### **COMPOSITE A. RECRUITING AND ORGANISING YOUNG LGBT+ MEMBERS**

Conference notes the motion carried at the 2021 national LGBT+ conference submitted by the national young members' forum (NYMF) which called on the national LGBT+ committee for more recruitment, support, and development of young LGBT+ activists, as they continue to be under-represented as stewards, reps and officials.

Conference further notes that UNISON currently faces a significant recruitment and retention crisis which can only be addressed by effective organising and recruitment strategies that include young members.

More concerning, a survey of young LGBT+ members found that over 50% of them say they don't take part in UNISON events.

In response, the national LGBT+ committee made this one of its principal priorities and as such developed and implemented a campaign plan, which has seen the establishment of a new national young LGBT+ member network with 37 members signing up in the first few weeks. This plan aims to create an inclusive space for young LGBT+ workers on a national level and create more avenues of participation for young LGBT+ members. The first meeting took place in mid-July with lots of enthusiasm and ideas, giving a strong springboard to further develop this work.

This campaign is more than just enticing new members. UNISON has an issue with our young members 'aging out' of being able to participate in the national young members' organisation, without pointing them to other avenues of activism. If we can bring young LGBT+ members into the UNISON LGBT+ structures, we can continue their activism journey in UNISON. This can only be good for membership and activist development.

An initial survey of young LGBT+ members' concerns when registering to join the network overwhelmingly raised concerns regarding the need to tackle workplace homophobia, biphobia, and transphobia. One member noted this was their first involvement in UNISON and that they were keen to understand how the union is structured and how they can become more involved.

Conference recognises that young disabled LGBT+ members and young Black LGBT+ members may experience ableism and racism as well as homophobia, biphobia and transphobia and it is important to consider the issues that young people experience through an intersectional lens.

Conference recognises that there are no young LGBT+ members on the national LGBT+ committee, and that many regional LGBT+ convenors report limited engagement at a regional level. Young members are the future of

UNISON, so it is essential that all LGBT+ activists make every contact count, whether it be recruiting young members at Prides/community events, encouraging members to attend our network days, national conference, and regional groups, or linking them in with their branches.

Conference welcomes the decision by 2022 national delegate conference that the national executive council should work with the self-organised groups and the NYMF to identify and promote best practice in mentoring schemes, and that it should make appropriate resources available to create training materials and resources that support members involved in the self-organised groups or young members' groups to engage in wider union activism.

Conference calls on the national LGBT+ committee to:

1. Create a mentoring scheme and 'buddying' system, for young LGBT+ people to get involved in UNISON LGBT+ structures and promote their success;
2. Make a concerted effort to attract young LGBT+ members to attend network days in 2022 and 2023, with all regions encouraging young LGBT+ members who identify as bi+, trans, disabled LGBT+ members or Black LGBT+ members to attend national network meetings;
3. Promote existing learning resources on activist development and the training materials and resources to support young LGBT+ members to engage in wider union activism when they are available;
4. Work with the NYMF to increase engagement with young LGBT+ members around the issue of mental health and promote greater support, with young LGBT+ activists helping with co-ordination;
5. Work with regional groups to prioritise the recruitment, engagement and development of young LGBT+ workers in the activities of their groups and to promote the national campaign;
6. Publicise the resources that exist which explain the structures within UNISON, produce accessible information about the structures in the UNISON LGBT+ group and about the LGBT+ networks and circulate widely;
7. Work with the NYMF to encourage joint campaigning by young members and LGBT+ members on issues of shared concern, and to develop best practice in building engagement by younger workers at all levels of the union;
8. Work with the NYMF to utilise digital and other organising opportunities to consult young LGBT+ members on their priorities.

**National LGBT+ committee**  
**National Young Members Forum**

**North West Region LGBT+ Group**  
**Greater London Region LGBT+ Group**  
**Disabled LGBT+ members' caucus**

## APPENDIX F

### ORDER OF BUSINESS

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#### National LGBT+ Committee Position

#### NEGOTIATING LGBT+ EQUALITY

4	<b>IN SUPPORT OF GENDER NEUTRAL TOILETS AND CHANGING FACILITIES</b> South West region LGBT+ group	Support
4.1	West Midlands region LGBT+ group	Support
4.2	Greater London region LGBT+ group	Support
1	<b>NEGOTIATING TRANS EQUALITY WITH EMPLOYERS</b> National LGBT+ committee	Support
2	<b>LGBT+ HATE CRIME</b> Scotland region LGBT+ group	Support
3	<b>EQUALITY, DIVERSITY AND INCLUSION SPEEDING TICKET SCHEME</b> North West region LGBT+ group	Support
5	WE MUST STRIVE FOR REAL AND MEANINGFUL LGBT+ DATA City of Edinburgh branch LGBT+ group	Support with qualifications
5.1	West Midlands region LGBT+ group	Support

#### INTERNATIONAL

22	<b>RWANDA AND LGBT+ ASYLUM</b> Black LGBT+ members' caucus	Support
22.1	West Midlands region LGBT+ group	Support
22.2	National LGBT+ committee	Support



17	<b>SUPPORT FOR LGBT+ COMMUNITIES IN UKRAINE</b> National LGBT+ committee	Support
21	<b>SOLIDARITY WITH GHANA'S LGBT+ COMMUNITY</b> Black LGBT+ members' caucus	Support

#### **CAMPAIGNING**

14	<b>IMMEDIATE BAN ON ALL FORMS OF CONVERSION THERAPY</b> National LGBT+ committee	Support
14.1	West Midlands region LGBT+ group	Support with qualifications
14.2	Greater London region LGBT+ group	Support
16	<b>COMBATting ANTI-TRANS NARRATIVES IN THE MEDIA</b> Transgender members' caucus	Support
16.1	West Midlands region LGBT+ group	Defer
20	<b>DEFEND DISABLED AND LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS (LGBT+) RIGHTS WON THROUGH THE HUMAN RIGHTS ACT</b> Bisexual members' caucus	Support
15	BAN CONVERSION THERAPY NOW! South East region LGBT+ group	Support

#### **RECRUITING AND ORGANISING**

<b>COMP A</b>	<b>RECRUITING AND ORGANISING YOUNG LGBT+ MEMBERS</b> National LGBT+ committee National young members' forum North West region LGBT+ group Greater London region LGBT+ group	Support
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	<b>Disabled LGBT+ members' caucus</b>	
<b>12</b>	<b>MAKE 2024 THE YEAR OF LGBT+ WORKERS</b> Northern region LGBT+ group	Support
<b>12.1</b>	West Midlands region LGBT+ group	Support with qualifications
<b>19</b>	<b>MAKE 2024 THE YEAR OF LGBT+ WORKERS</b> Disabled LGBT+ members' caucus	Support
<b>19.1</b>	West Midlands region LGBT+ group	Seek remittal or oppose
<b>19.2</b>	National LGBT+ committee	Support
<b>11</b>	<b>EQUALITY IS UNISON BUSINESS</b> North West region LGBT+ group	Support
<b>7</b>	<b>SUPPORTING YOUNG TRANS WORKERS IN UNISON</b> National young members' forum	Support
<b>7.1</b>	West Midlands region LGBT+ group	Support
<b>8</b>	<b>MAKING THE “+” A POSITIVE – CONTINUING THE WORK OF INCLUSION</b> Bi+ members' caucus	Support
<b>9</b>	<b>INCREASING BI+ ENGAGEMENT IN OUR SELF-ORGANISED GROUP</b> Bi+ members' caucus	Support
<b>9.1</b>	West Midlands region LGBT+ group	Support
<b>13</b>	<b>INCLUSIVE DATA COLLECTION REFORM FOR AN INCLUSIVE UNION</b> Surrey County branch LGBT+ group	Seek withdrawal or oppose

23	<b>BLACK LGBT+ ACTIVISM</b> <b>Black LGBT+ members' caucus</b>	Support
23.1	<b>West Midlands region LGBT+ group</b>	Support
18	<b>ACCESSIBLE ORGANISING FOR LGBT+ MEMBERS</b> <b>Disabled LGBT+ members' caucus</b>	Support
10	WHY LGBT+ EMPLOYEES SHOULD JOIN UNISON Cymru/Wales region LGBT+group	Support

### **MOTIONS TO NATIONAL DELEGATE CONFERENCE 2023**

NDC 1	EQUALITY IS FOR RETIRED MEMBERS TOO West Midlands region LGBT+ group	Support
NDC 2	MAKE 2024 THE YEAR OF LGBT+ WORKERS National LGBT+ committee	Support
NDC 2.1	West Midlands region LGBT+ group	Seek remittal or oppose
NDC 3	JUSTICE FOR PALESTINE Greater London region LGBT+ group	Support
NDC 3.1	West Midlands region LGBT+ group	Support
NDC 4	EQUALITIES GROW OUR UNION National LGBT+ committee	Support
NDC 4.1	West Midlands region LGBT+ group	Support

### **EMERGENCY MOTION**

EM1	TRANS RIGHTS AND THE LABOUR PARTY National LGBT+ committee	Support
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## APPENDIX G

### REVISED TIMETABLE

#### Saturday 19 November

9.15am	<b>Introduction to conference procedures for new delegates and not so new delegates (repeat of Friday pm session)</b>	Lennox Suite 2 & 3 Level -2
09.45 – 12.45	<b>Opening of conference:</b> <ul style="list-style-type: none"> <li>• Introduction and welcome</li> <li>• Election of tellers</li> <li>• Standing Orders Committee reports 1 and 2</li> <li>• Remembrance</li> <li>• Keynote speaker – Christina McAnea, UNISON General Secretary</li> <li>• Annual Report: <b>Introduction and Negotiating LGBT+ Equality Section</b> <ul style="list-style-type: none"> <li>• Debate of motions</li> </ul> </li> <li>• Annual Report: <b>International Work Section</b> <ul style="list-style-type: none"> <li>• Debate of motions</li> <li>• (12.05 pm) Panel Debate – Trans equality is UNISON business</li> <li>• Photo opportunity</li> </ul> </li> </ul>	Lennox Suite 2 & 3 Level -2
12.45 – 2.00	<b>Lunch Break</b> LGBT+ Film room	Tinto
12.45 – 2.00	<b>Meetings</b>	
12.50 – 1.25	Meeting for young members	Moorfoot
1.30 – 1.55	Meeting for Bi+ members	Kilsyth
2.00 – 3.40	<b>Conference Session</b> <ul style="list-style-type: none"> <li>• Keynote speaker – Julia Ehrt, Executive Director at ILGA World</li> <li>• Debate of motions – International Work Section (Remaining motions)</li> <li>• Annual Report: <b>Campaigning and Promoting UNISON Section</b> <ul style="list-style-type: none"> <li>• Debate of motions</li> </ul> </li> </ul>	Lennox suite 2 & 3 Level -2

3.45-5.00	<b>Discussion Groups</b> <ul style="list-style-type: none"> <li>• Turning LGBT+ events into organising events</li> <li>• Trans equality – next steps for our trans campaign</li> <li>• Organising our young LGBT+ members</li> <li>• Bi+ inclusion</li> <li>• LGBT+ workers and a Labour Government at Westminster</li> <li>• Importance of ILGA World</li> </ul>	Tinto Moorfoot  Kilsyth Lammermuir 1 Lammermuir 2  Lowther
5.05 – 5.30	Transgender members meeting	Kilsyth
5.35 – 6.00	Involving retired members in LGBT self organisation	Moorfoot
5.35 – 6.00	Involving low paid and part-time workers in LGBT+ self-organisation	Tinto
8.00 until late	Conference Social Highland ceilidh and disco	Edinburgh City Chambers, 253 High Street EH1 1JY

## Sunday 20 November

9.15 – 1.20	<b>Conference Session</b> <ul style="list-style-type: none"> <li>• Hustings for election of delegates to 2023 national delegate conference</li> <li>• Selection of motions to 2023 national delegate conference</li> <li>• Debate of motions – Campaigning and Promoting UNISON Section (remaining motions)</li> <li>• Keynote speaker – Andrea Egan, UNISON President</li> <li>• Annual Report</li> </ul> <b>Recruiting and Organising Section</b> <ul style="list-style-type: none"> <li>• Presentation of LGBT+ organising awards</li> <li>• Debate of motions</li> <li>• Closing ceremony</li> </ul> <b>All ballots close (12 noon)</b>	Lennox suite 2 & 3 Level -2
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