

Bournemouth 2010

OUTtalk

CWU
The communications union



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Bournemouth Map and Guide

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OUTtalk is the newsletter of the Communication Workers Union's Lesbian, Gay, Bisexual & Transgender Advisory Committee. The views expressed in this publication are not necessarily those of the union, the committee or the editorial team. If you have any items you would like published in the newsletter, please send them to:

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ED'S TALK

Welcome to Bournemouth and this conference edition of *OUTtalk*. On the back cover you'll find a map and guide of LGBT venues and services in Bournemouth. If you're a new delegate to conference and require any assistance, ask a member of your delegation to point out a member of the LGBT Advisory Committee (listed below).

This month the Supreme Court has ruled against a Christian registrar who was disciplined by Islington Council for refusing to conduct same-sex civil partnerships. Miss Ladele, who became a registrar in 2002, refused to conduct civil partnership ceremonies "as a matter of religious conscience".

In 2008 an appeal tribunal overturned a previous decision by an employment tribunal that the North London council had discriminated against her. The Supreme Court has now refused her permission to challenge that ruling.

Terry Sanderson, president of the National Secular Society, said: "Had Ms Ladele's case succeeded it would have completely undermined the equal treatment under the law for gay people and unlocked the floodgates to many other damaging challenges to the equality legislation."

John Monk has written a comprehensive report on our LGBT conference, which was held in November 2009 at the Novotel, Bristol. Two motions from that conference will be moved by the LGBTAC at this year's general conference. Laurie and Gary explain their importance on pages 4 & 5, and the LGBT Advisory Committee asks your branch to support the motions, which are 26 and 31 on the conference pad.

The TUC will be holding their annual LGBT conference on the 1st to 2nd July 2010, at Congress house, London. There is an opportunity for visitors to attend this worthwhile conference. Please contact the Equal Opportunities



department for full details. Branches will be expected to pay for any release and travel costs.

Last year I was elected to a new role in BT Kaleidoscope (BT's LGBT Employee Network) of "CWU Representative" with the aim to forge mutually beneficial relations between the CWU and BTK. Page 8 highlights the work we've achieved, and dispels some of the myths that BTK is run exclusive by BT managers.

Cover Story: While in Scotland I picked up a magazine called "ScotsGay" and subsequently fell in love with the photo I've used on the cover. The photo dated 1877, and captioned "The first switchboard operators were young men, who often engaged in horseplay. Telephone companies soon began hiring women, in order to present a more genteel image to customers". Leaving me with the question "How would I have been treated in 1877 had I been an employee?"

Enjoy the conference.
Duncan Strivens Editor

The CWU Lesbian, Gay, Bisexual & Transgender Advisory Committee 2009/2010

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HELLO FROM HIM



The head of a foreign state has been invited by the Queen, our head of state, to visit the UK later this year. Convention has it that heads of countries do not interfere in the domestic affairs of other countries; this has allowed a blind eye to be turned to such “internal matters” as the illegal detention, torture and murder of members of the civilian population.

Yet this head of state, who happens to be Pope Benedict XVI, has involved himself in true domestic matters, not to attack human rights violations but legislation designed to embrace equal rights for all – equality for everyone regardless of their race, their religious views, their sexual orientation, their gender.

The Pope said the forthcoming Equality Bill “violates natural law”, claiming it would impose unjust limitations on the freedom of religious communities to act in accordance with their beliefs. Religious leaders have voiced concern that the Equality Bill could force churches to employ sexually active gay people and transsexuals when hiring staff other than priests or ministers.

Well, the new legislation will not force churches to employ LGBT people, *BUT* it will deny them the right to discriminate against us – is that the unjust limitation spoken of? The Equality Bill is designed to protect the general workforce from prejudiced employers. It will not force any religious organisation to employ LGBT priests, ministers, rabbis or imams; it will not allow them to discriminate when recruiting caretakers, cooks or cleaners, just like any other employer.

The Pope has urged “missionary zeal” in opposing equality in the UK. He has dismissed dissent, saying it is not a “mature contribution to the debate”. He seems to be defending discrimination by religious institutions and demanding that they should be above the law. Surely religious leaders should be trying to eradicate inequality, not perpetuate it.

Yet, the Pope himself has made many homophobic remarks over the years; he has claimed that the existence of gay people poses as much a threat to humanity as the destruction of the rainforests, and that acceptance of transgendered people would kill off the human race. Not much mature debate there.

The cost to the British taxpayer of this papal visit is estimated to be around £20 million. Some would say that money would be better spent on schools or hospitals. The Pope is welcome to visit these shores and I’m sure millions of Britons will flock to hear him preach. But isn’t it strange that we should fund the visit of a man who has openly expressed disdain and hostility to equality legislation which our elected government is, at the time of writing, steering through Parliament, and expressly urged his followers to crusade against it.

Pope Benedict has consistently opposed and undermined efforts to promote equality and diversity through anti-discriminatory policies and legislation introduced in Europe and throughout the world.

Opposition has come from many sources, both religious and secular. The Cutting Edge Consortium, a coalition, whose members include people of all faiths and none, has criticised the Pope’s comments on the issue of discrimination.

The National Secular Society has said it will mount a protest campaign made up of gay groups, victims of clerical abuse, feminists, family planning organisations and groups supporting abortion choice, among others.

Religious liberty and freedom from prejudice and discrimination are rights for all, not just for some. The Pope argues from an outmoded version of ‘natural law’ that equality and diversity for LGBT people cannot be supported. These are inherent in that natural law.

I believe everyone should have a fair chance in life and not be discriminated against. The Equality Bill will make Britain a fairer and more equal place.

The CWU along with other unions supports the ‘Cutting Edge Consortium’ which works with progressive faith groups to combat faith based homophobia and transphobia. The TUC and representatives from Christian, Islamic, Jewish, Hindu and Sikh LGBT organisations supported the Faith & Homophobia Conferences in 2007 and 2009. Not all Roman Catholics support the Popes homophobia and some work with LGBT campaigners to create a fairer and just society for LGBT people.

Endnote – Often homophobes cite Biblical justification for their hatred of LGBT people, especially the alleged injunctions against homophobia in Leviticus (these have been the subject of much learned debate, and are very much open to interpretation), but what is very clear from Leviticus are the bans on, to pick only a few:

eating fruit from a young tree; sowing a field with mixed seed; shaving or getting a hair cut; tattoos; wearing of clothes made from a blend of textile.

Strangely these are rarely invoked.
Dave Daniel LGBTAC Chair

MOTIONS 26 AND 31 TO ANNUAL CONFERENCE

MOTION 26

This comes to the CWU main conference from the LGBT conference that was held in Bristol in November and calls on the CWU to campaign against a clause put into the recent equality bill which allows for a "free speech" defence against charges of incitement to hatred. It relates to murder and violence against innocent people, against Lesbian, Gay, Bisexual and Transgendered people. Not in some far away land, but in the UK.

The background to this was the amendment, passed in the Lords, which was placed there to allow religions to continue to say whatever they want about LGBT people in the name of religion whether it was insulting, defamatory or even bordering on incitement to hatred.

Of course we all know only some people who use the apparent condemnation of homosexuality in certain faith traditions to give a religious gloss to what is just prejudice and hatred. Others don't use their faith that way they support human rights and challenge the hatred of homophobia. This was seen last year at the Faith, Homophobia, Transphobia and Human Rights Conference held in London, and was well attended by many faith groups, (As well as the CWU), but where these prejudiced people preach their venom is particularly damaging.

This amendment was made within weeks of a Candlelit Vigil being held in Trafalgar Square to mark the murder of a gay man, Ian Baynham who, along with a friend was attacked in Trafalgar Square on a night out on 25 September. 18 days after the attack, doctors turned off the machines that were keeping Ian alive. He was 62.

I spoke at the LGBT conference in support of the motion and nearly lost it with my voice cracking I recalled the night of the Vigil, thousands of people attending out of respect, for there but for the grace of God (as many would say) it could be me, or my friends.

A poignant moment was the speech by the one of the priests from St Martin in the Fields, Claire Herbert, who it happened and sadly was also the Parish Priest of the Soho parish church the day of the bombing of the Admiral Duncan. When she rushed to the scene and had opened the church to be used as a place to take the bodies of that homophobic attack.

These are not isolated events; in March 2009 Gerry Edwards, 59, died of stab wounds after an attack at his home in Page Heath Villas, Bickley SE London. James Parks, a trainee officer with Merseyside police, was out with friends in Stanley Street, part of Liverpool's gay area, in October when he was attacked by a group of around 13 youths. James was left in a life-threatening condition with multiple fractures to his skull In 2005 Jody Dobrowski died from severe head, neck and facial



injuries. He was the victim of a sustained and violent assault, he was 24. One witness who tried to intervene was warned off and told by one of the pair: "We don't like poofers here and that's why we can kill him if we want".

Officers arriving at the scene described Mr Dobrowski's face as "a bloody swollen pulp". He was so badly injured that a pathologist was unable to say how many times he had been hit but identified 33 areas of injury to his head, face, ears and neck. He was beaten so severely his own family did not recognise him and he had to be identified by his fingerprints.

Yet still we are told that we must allow prejudiced people to spout their views of intolerance, and yes even hatred, if it is in the name of religious doctrine. They say that it's OK because they don't tell people to go out and commit murder. Well I say that to the like of the killers of Jody Dobrowski and to David Copeland, who bombed the Admiral Duncan, such niceties and shades of discrimination aren't heard.

Just the message, gays are not our brethren, they live in a way condemned in the book of our faith (often with terrible punishments including death decreed) – someone else will then supply the action plan, the motivation and the violence. Candlelit Vigils, pretty though they can look, are something I could happily live without – I hope the CWU can help eradicate them and the violence they stand against.

Laurie Smith
Central London

Photo with permission:

Jason Alvey
<http://www.flickr.com/people/lewishamdreamer>

MOTION 31

There are an increasing number of fundamentalist Christian churches in Britain performing exorcisms on lesbian and gay people to purge them of their homosexuality.

The British Humanist Association (BHA) has stated:

“The reports about these ‘exorcisms’ are deeply concerning, especially if children and vulnerable adults are involved, or being coerced to take part in such activities. Any allegations of coercion, exploitation or harm caused by such activities should be investigated. In addition, it is highly insulting to lesbian, gay and bisexual individuals to suggest that homosexuality is a problem in need of a ‘cure’ in the first place. There is no place for such activity in 21st century Britain. We have written to the government to ask if they are aware of these rituals, and whether they will be investigating and taking action about them.”

These rituals involve the casting out of demons and witches that supposedly possess a gay person’s soul and turn them away from heterosexuality and can include traumatic emotional scenes where the victims are surrounded by a group of church elders screaming at them to drive out the evil spirits and who sometimes physically shake their bodies. The pastor of the United Pentecostal Ministry in Harrow, North London, has said he performed such a ritual to cast out the demons and evil spirits that are responsible for homosexuality.

Exorcisms can even be performed on gay children, or on those who are suspected to be gay. There is no minimum age for the exorcism ceremony because, supposedly, a demon could possess a person at any age. It can then incline them to “wrong” sexual thoughts and behaviour and because these exorcisms take place behind closed church doors and are kept secret, it is impossible to give an accurate assessment of the numbers involved.

Peter Tatchell, of LGBT group Outrage, has called for a thorough police investigation of all the churches that are carrying out these exorcisms.

Being gay, lesbian, bisexual or transgender should not be used to harass anyone, yet this is what these churches do. We should be encouraging and supporting LGBT people to come out and live their lives fully, not be shut away by those who use religion to deny our right to live our lives.

The CWU needs to work with the TUC and LGBT groups to publicise the outdated actions of such churches and call on those churches that inflict such superstitious practices to cease harming LGBT people.

Gary Williams
Solent

HOMOPHOBIA IN SPORT: PROGRESS UPDATE



The union’s progress concerning its commitment to raising awareness on this issue has been a little bit slow, but this is by no means down to our involvement, as the Gay Football Supporters Network are still going through a transitional period and as such we are unable to roll out our planned day of action. However, notwithstanding, this we have still been liaising with *Kick It Out (KIO)* Piara Power on the issue and he was one of the guest speakers at the recent Black Workers Conference. Fevzi Hussein from the Equality Department tells us a little bit more on what has been happening. Piara has confirmed that *KIO* has finished filming its special film clip designed specifically to help to raise awareness on this issue.



Piara Power

Whilst *KIO* was primarily formed to deal with *Racism in Football*, it has also found itself getting more and more involved in issues such as Homophobia and Islamaphobia.

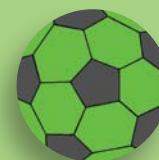
The clip was regarded by some gay sportsmen to have been almost vulgar in the obscenities that it contained, but Piara confirmed that this was a deliberate tactic as this is the reality of life for many LGBT people faced from intolerant members of the public and wider society. Many awareness raising films do now go for the ‘shock’ value, particularly if this is a reality of what is occurring. The film will actually be shown at the forthcoming Equality Officers Seminar, which is taking place on the 4th May 2010 at CWU Headquarters.



Since we last wrote in the *OUTtalk* there has been a quite brilliant development, which will hopefully help to smash the myth that there are no LGBT sporting heroes. On the 19 December 2009 the

Daily Mail reported an exclusive where the former Welsh Rugby captain Gareth Thomas revealed he was gay. It was clearly a huge step for him to ‘come out’ but he has been overwhelmed by the messages of support he has received. From a CWU perspective we really hope that this will be a green light for more stars in the sporting world to ‘come out’.

Fevzi Hussein
Equality Department



IDAHO UPDATE



rights of lesbian, gay, bisexual and transgender people, established in 2001.

The working party is also, through the CWU's international department, making contact with Polish trade unions. One problem is Polish trade union links to the Catholic Church. In January 2009 Solidarity Trade Union workers at the Catholic University of Lublin demanded that the ban on discrimination on the grounds of sexual orientation be deleted from the work code. The director of the Solidarity chapter asked; "Can you imagine deviants working amongst the teachers of a Catholic university?" "Obviously, no one will hire homosexuals here and ignore their perversion".

An important issue for Polish LGBT people is that of homophobic hate speech and KPH's proposal to amend the hate speech and hate crimes criminal code in Poland. The KPH Legal team has come up with a number of suggestions for amendments to the Polish Criminal Code necessary to ensure more protection for those persecuted due to their sexual orientation or gender identity. The team has submitted the proposals concerning amendments to Articles 119, 256 and 257 of the Criminal Code that at the moment limit discrimination to nationality, ethnicity, race, religion or lack of religious denomination.

The proposed amendments would not only enforce the constitutional principle of equality and non-discrimination but also help implement a number of recommendations of international organisations, including the UN, the Council of Europe and the EU, which Poland has adopted without reservation. The Civil Rights Ombudsman has supported the proposals, stating that, if implemented, these amended provisions could serve as a useful instrument for the prevention of discrimination in Poland. The Polish Government, despite being anything but positive about LGBT rights, in its latest report into the implementation of the International Covenant on Civil and Political Rights, states that the proposed amendments will be taken into account.

The Polish Constitution prohibits discrimination on all grounds but states that marriage is restricted to a man and a woman only. Poland joined the European Union on the 1st

of May 2004 and was obliged to adopt antidiscrimination provisions laid down by EU directives.

Twin brothers Lech and Jaroslaw Kaczynski were President and Prime Minister, respectively, of Poland from 2005-2007. Lech remains the President while Prime Minister Jaroslaw Kaczynski was finally voted out of office in 2007 and the new government is now formed by Donald Tusk's Civic Platform. The extremist Kaczynski twins had blocked the EU Human Rights Charter set to become binding in 2009. Their objections focused on Article 21 prohibiting discrimination on the grounds of sexual orientation. Donald Tusk has lifted this blockade. Poland's bishops, however, still continue to publicly oppose the Charter. In the opinion of Polish LGBT activists, little progress is to be expected in the very near future since the current government is socially conservative but tries not to expose their homophobic views too much in an effort to simply avoid the issue of LGBT rights. But even under the new government, samesex couples are nowhere near achieving registered partnership status.

In recent years, the Gay Pride Parades have either repeatedly been prohibited or were confronted with hostile and violent counter-demonstrators if they did go ahead. But there is also work to do in the UK. Tory leader David Cameron has defended his party's European alliances with the Polish Law and Justice Party and refused to call them homophobic despite a number of senior politicians in the Polish party making blatantly anti-gay statements. Michal Kaminski was filmed in 2000 calling gay people "faggots", while Stanislaw Pieta recently said that most paedophiles are gay.

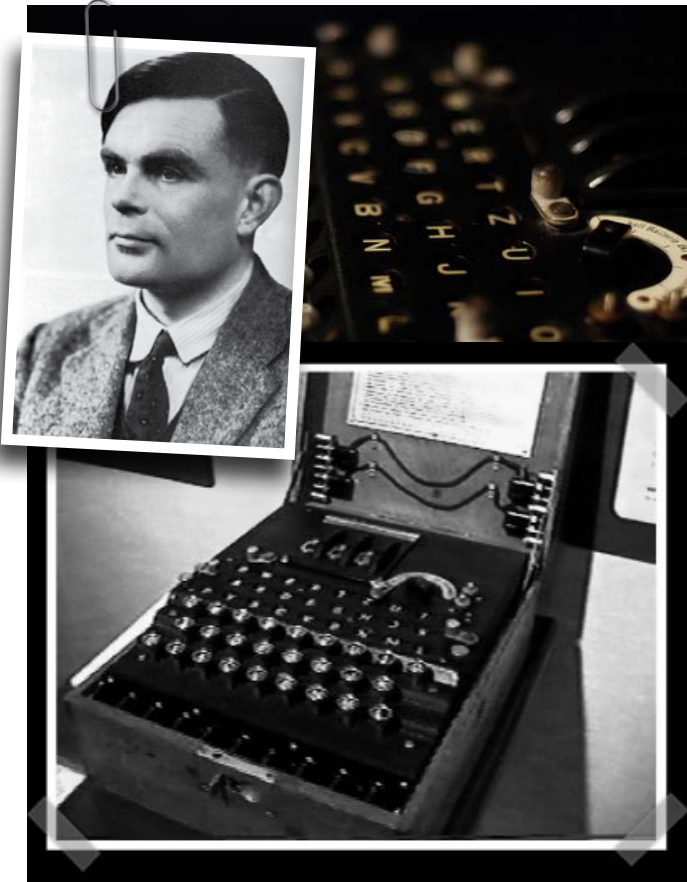
Work also continues on a national monument to acknowledge state oppression of LGBT people, the discrimination and murder of LGBT people in the UK. One suggestion being considered as first step is a monument at Alvenscot Education Centre and a meeting has been arranged with the Education Department to discuss this.

We would also like to take this opportunity to thank Nathan Brennan who has left the LGBT Advisory Committee, for his original idea of supporting IDAHO and his hard work on the working party and wish him good luck.

Gary Williams Solent

STOP PRESS: The CWU is sending representatives to the first trade union LGBT Conference in Poland in July. Two representatives from the LGBTAC will be attending EuroPride in Warsaw and a Conference on building support for trade unionists in Eastern Europe in their fight against homophobia and transphobia. The Conference will be hosted by the Polish Union OPZZ.

REFLECTIONS ON ALAN TURING



Undoubtedly some reading this article will be unfamiliar with the name Alan Turing. I have to confess my knowledge of Alan was virtually nil until 9 months ago. About then we were looking to replace the pull ups which are usually displayed at our equality conferences. These feature the historical background and pictures of various famous people.

The Essex Amalgamated branch has kindly donated funds to provide 4 additional pull ups. I started to canvas for names of people to feature on these displays. One name that came back was that of Alan Turing.

In September 2009, shortly after I commenced background research Gordon Brown offered a public apology for the way Alan Turing, been treated during the Second World War. It transpires that Alan was an outstanding mathematician and a pioneer in the field of computer science in the 1930's and 40's. He worked at Bletchley Park during the Second World war where he devised a number of code breaking techniques for breaking German ciphers.

In 1952 Turing was arrested and charged with gross indecency. He was tried and found guilty on 31st March. His crime was to have a sexual relationship with a young man – an illegal act at the time. Turing made no attempt to deny or defend him self. He told everyone there was nothing wrong with his actions. From all accounts he was open about his sexuality.

Turing agreed to a 12 month course of chemical castration rather than serving a prison sentence. He died in 1954 shortly before his 42nd birthday of cyanide poisoning. A part eaten apple was found by his bed.

Although the coroner's verdict was death by suicide there is some dispute as to whether it was an accident. However as mentioned above Alan Turing's treatment elicited a long overdue apology from our prime Minister on September 9th 2009 in which he said Alan Turing was "...a quite brilliant mathematician... whose unique contribution helped to turn the tide of war... horrifying that he was treated so inhumanely."

Of course Turing lived in a period when male homosexual activity was illegal and where gay men were regularly imprisoned for consensual sex with other men. It was also an era where some gay men were blackmailed. This was illustrated in the film 'Victim' in 1961 where Dirk Bogarde played a repressed, married homosexual who took on the blackmailers that drove his partner to suicide. Things began to change in 1967 with the passing of the Sexual Offences Act which decriminalised sex in private between two consenting men aged 21 and over. Subsequent amendments have seen the age of consent lowered to 18 in 1994 and then 16 in 2000. Legislation passed since then has given allowing gay couples the right to adopt children and to civil partnership. As a union committed to promoting equality and fighting for fairness and justice for all in society we welcome these developments.

Sadly they came too late for Alan Turing. As did the public apology. May he rest in peace.

Linda Roy
National Equality Officer



CWU LGBT CONFERENCE 2009 REPORT



On 21st November 2009, I joined branch activists and visitors in Bristol at the 6th motion based CWU LGBT conference. The conference was formally opened by Dave Daniel, the Chair of the LGBTAC. Dave welcomed delegates and visitors, and asked us to stand for a minute's silence to remember all the LGBT people who have been attacked or murdered in the past due to their sexual orientation or gender. This was timely reminder that we need to remember every day that people are attacked, killed, or harassed due to their sexual orientation or gender identity, such as the attacks on trainee PC James Parkes and Ian Baynham. Dave highlighted our achievements over the past year such as our work on the 'Kick it Out' programme and the demonstration outside the Indian High Commission in London where a letter of protest was handed in. Shortly after the demonstration gay sex was decriminalised in India when the Indian high court overturned a 148-year colonial law. As Dave quipped, "one letter from Linda Roy and a law is changed".

Linda Roy, the CWU Equalities Officer then welcomed everyone to the conference and spoke about the IDAHO demonstration outside the Indian High Commission, of her concerns about the continuing homophobic and transphobic hate crimes in the UK and around the world. In particular 1 in 5 lesbian and gay people have been victims of homophobic attacks over the past 5 years. Linda highlighted the hard fought rights we had won which we cannot afford to lose, and spoke of her hopes for the forthcoming equality bill which will help alleviate discrimination.

Billy Hayes, the General Secretary, then addressed conference. Billy started by reminding conference of the vital work the LGBT conference and LGBTAC do for the union. Billy said that the union needs to know from us what the union can do for us. Billy also referred to the issues still prevalent. The

Stonewall survey suggests that 7 in 10 victims of homophobic crime do not report the crime. 1 in 5 LGBT people reporting crimes experienced discrimination from the police when reporting the crime. There is a clear requirement to improve convictions and improve training for the police in the area of homophobic and transphobic hate crimes. Billy also attacked the failure of football authorities for tackling homophobia in the sport and for not doing enough to tackle the problem. Billy also welcomed the union's participation in Pride events up and down the country. There were two guest speakers at conference: Elly Barnes a head of year music teacher and LGBT coordinator at Stoke Newington Media Arts College and Michelle Bridgman, Project Manager for the Gender Trust.

Elly is an LGBT History Month activist who discussed her work as a teacher in London schools and how her school has incorporated LGBT themes into all areas of the curriculum. Elly also spoke about the LGBT History Month pre-launch event held just before conference. Elly spoke of the challenges that still face us as many city academies and private schools avoid celebrating LGNT history month in their schools. Elly highlighted the importance of role models for young LGBT people and showed a number of celebrated and famous LGBT people on a powerpoint presentation to remind us just what a diverse lot we are.

Michelle Bridgman from the Gender Trust spoke about the experiences of transgender people in the work place and the work we could do to enhance the experiences of 'T' people in the workplace. The problems 'T' people face come from the attitudes of society and expressed the important of celebrating our differences.

On to the business of the day, and in all 13 motions were heard and carried by conference. Proposition 1 was moved by Gary Williams on behalf of the LGBT Advisory Committee. This motion was concerned that David Cameron's Conservative party has links to right-wing homophobic groups and political parties in Europe.

Motion 2 which was moved by Mary Hanson of Central London and raised concern about the LGB campaigning organisation, Stonewall and their Top 100 employee index which tracks the impact of workplace culture on LGB employees. The motion called upon the CWU to establish ways of developing robust procedures for the assessment of diversity practices for sexual orientation and gender identity in the workplace.

Motion 3 from Solent branch condemned the practice of fundamentalist Christian churches who claim to be able to perform exorcisms on LGBT people to purge them of their homosexuality. The motion called upon the CWU to highlight these barbaric and outdated actions against LGBT people.

Maria Excel on behalf of the LGBT Advisory Committee condemned the remarks of the new president of the UN, Ali Abdussalam Treki who called being gay 'non acceptable'. The motion called upon the CWU to campaign with other LGBT groups and political organisations to combat attacks by people like Treki and encouraged the Foreign Office to condemn his attitude and to work towards stronger equality resolutions in the UN.

Motion 5 from Portsmouth and District Postal acknowledged that more education, advice and support is required on transgender issues within our communities, our employers and within the CWU.

Dave Daniel from Grampian and Shetland branch deplored the remarks made by the Daily Mail 'journalist' Jan Moir on her remarks about Stephen Gately's death the growing acceptance that people can promulgate their homophobic beliefs in the name of 'freedom of expression'.

Composite motion 7 in the name of Devon and Somerset, South East Wales Amal and West London branches called upon the CWU to work towards publicising LGBT History Month events and to campaign to raise funding for the event both within and outside the CWU.

John Monk from North West London asked for the CWU to increase its profile at LGBT pride events in the UK and to have a stall staffed at some Pride events to encourage new members to join the union and existing members to participate in the union was supported at conference. Linda Roy the National Equality Officer has agreed to approach the national organising team to participate at Pride event and ensuring suitable literature and promotional items are available to attract new members.

A similar proposition from South West and Thames Valley moved by Lynn Hart called upon the union to pursue commitment from all levels of the union to participate in pride events and to reclaim pride events from being money

making parties and to return to their grass roots to be protect campaigns for equality and fairness.

Manchester Clerical welcomed the statement by Gordon Brown about the WW2 code-breaker Alan Turing for recognising the 'appalling' way Turing was treated for being gay following a campaign via a social networking site. The proposition called for the CWU to make use of online social network mediums to campaign amongst our LGBT membership.

Nathan Brennan on behalf of the LGBTAC condemned the ongoing coordinated campaign of the murder of LGBT people in Iraq.

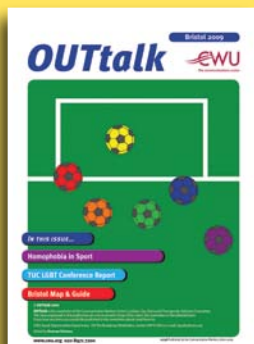
Two emergency motions were carried on the day. The first from Central London and Essex Amal branches condemned the continued attacks on LGBT people, such as the murder of Ian Baynham near Trafalgar Square. The proposition also criticised the activities of some of the members in the House of Lords for introducing a 'free speech' wrecking amendment which compromises the law against incitement to homophobic hatred.

The final proposition of the day which was moved by Gary Williams from Solent branch attacked the attempts by Ugandan MPs to introduce a bill that would include the death penalty to gay people for homosexuality.

Motions that were voted on to be put forward to annual conference were the emergency motions condemning the continued attacks on LGBT people and motion 3 on the practice of fundamentalist Christian churches claiming to be able to perform exorcisms on LGBT people.

Conference was then closed following the summation by Linda Roy CWU Equality Officer.

John Monk
North West London, LGBT Officer



OUTtalk is produced on a regular basis and is now sent out as a PDF version via Email to members and branches on the LGBTAC mailing list. Hard copies are still available on request. If you are not already on the mailing list or your details have changed, please contact the CWU Equal Opportunities Department at Headquarters at:

CWU, 150 The Broadway, Wimbledon, London, SW19 1RX.

Tel: 020 8971 7205

e-mail: equality@cwu.org

The mailing list is completely confidential.

This **OUTtalk** and previous editions are available on-line at www.cwu.org follow the links from the front page to the LGBTAC

WHY EMPLOYEE NETWORKS ARE IMPORTANT



As active trade unionists we're fully aware of the importance of trade unions for our LGBT members in the workplace. Trade unions have been in the forefront pushing the LGBT agenda and our own union used influence with BT to extend pension rights to same sex partners in the 1980s.

A number of companies have welcomed the creation of employee network groups to support minority groups in companies, so it's not uncommon these days to see network groups for black, women, LGBT and disabled workers. So as well as being active trade unionists, the three of us are also actively involved on the BT Kaleidoscope (BTK) organising team, which is the Lesbian, Gay, Bisexual and Transgender network within BT.

BT Kaleidoscope was formed in 2001 and set out to be a network of both formal and informal relationships for LGBT people in BT and their straight allies. The aim of the network is to promote equality and diversity for LGBT people in the workplace, to remove barriers for people, encourage LGBT people to come out and be themselves in their work environment, and also improve the service BT provides to its LGBT customers. We are given access to a senior sponsor or champion who helps to open the doors we struggle to reach.

There is some perception that BTK is run by managers for managers, however many people are surprised to find out that of the nine currently elected members three are managers and six are team members.

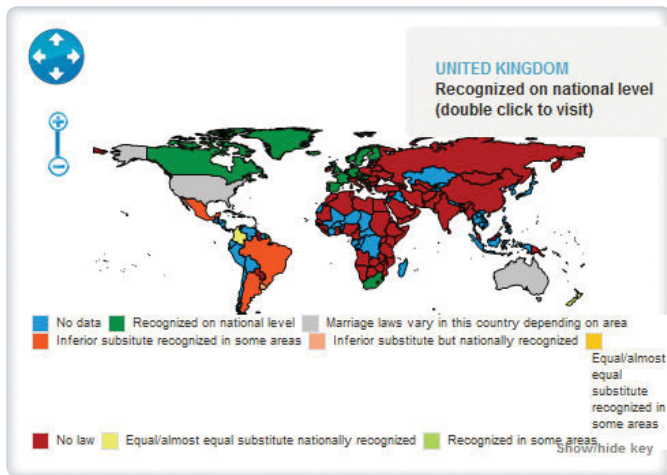
There are many similarities to unions in the organisation of employee networks. The organising team are elected by its membership for a fixed term and most of our activities are 'extra' to our day job so we are often doing work for the good

of our members in our own time. We offer advice to members, survey our members regularly to find out their issues and concerns and what we can do for them. We advise BT Group on policy, and arrange training courses for our members such as Confidence Plus training with the Terrence Higgins Trust. We also arrange regional social events so our members can meet in a safe environment.

The TUC's publication 'LGBT Equality in the Workplace: A TUC Guide for Union Negotiators in Lesbian, Gay, Bisexual and Trans issues' recommends that unions should encourage their members to become involved in employee networks and BT Kaleidoscope encourages this. In fact Duncan joined the team last year in a trade union liaison role so that we can find ways of working with the BT trade unions so that we can improve the working experience of LGBT in the company.

One of our major achievements this year has been the work on the ILGA web site. BT and ILGA (International Lesbian and Gay Association) have together created an innovative global interactive map showing LGBT specific information for every country around the world. It highlights some stark truths, such as the countries that still apply the death penalty to LGBT people, but it also shows vividly the positive progress being made across the planet to ensure LGBT people everywhere are treated with respect and appreciation for the contribution that they make to the world. **You can visit the site at:** <http://ilga.org>

This new web portal is set to revolutionise how information on LGBT issues can be gathered from individual travellers and grassroots activists, and presented in a way that makes it accessible and actionable by the worldwide LGBT community.



The website will help individuals and organisations, business travellers, gap year students and the wider community to obtain and share important LGBT issues, new policies, laws and resources before they even enter their country of destination.

BT Kaleidoscope has been working with ILGA for a number of years. When ex-Kaleidoscope Chair, Robert Cole, approached Kaleidoscope member, Jeremy Ruston, to see how he might be able to help the network, Jeremy offered BT division, Osmosoft's services in a complete revamp of ILGA's website, with a number of his team working full-time to deliver the site and its groundbreaking website.

BT is a global company and BTK has members in countries such as the Netherlands, India, Argentina, USA, Malaysia, Italy, the Philippines, Brazil, Switzerland and Hungary to name a few. We also have a number of UK based people who are often sent on assignments to countries BT has a presence in. Cross-border travel and work assignments mean that multi-national and global organisations can't just concentrate on support in countries with benign legal frameworks, they have a duty of care for all their people and particularly potentially vulnerable people, such as LGBT people.

Even in countries with supportive legal frameworks for LGBT people, they can face anything from grudging acceptance to active hostility, and certain belief systems clash with support and respect for LGBT people and equality.

You may have read that BT was recently voted the world's number one gay friendly corporation in the world in the first international benchmark to measure the impact of people policies and practices on lesbian, gay, bisexual and transgender (LGBT) people across the globe. The International Business Equality Index was undertaken by the International Gay and Lesbian Chamber of Commerce (IGLCC). The work that BTK, BT and ILGA have done with creating the web site shows what can be done to support LGBT people in the UK and around the world.

John Monk North West London
Duncan Strivens London South East
Stuart Williams-White Central & West Lancashire

LETTER FROM NIKI JACOBS

Dear OUTtalk

As the wife of a CWU Equalities Officer I have always taken a keen interest in Garry's role within the union and, like many other partners, have accompanied him to a few conferences. The LGBT conference held in Bristol on November -- 2009 was the last one I attended. This time I decided to see exactly what went on in the conference room and so, having procured a visitors pass, I sat in on the afternoon's proceedings.



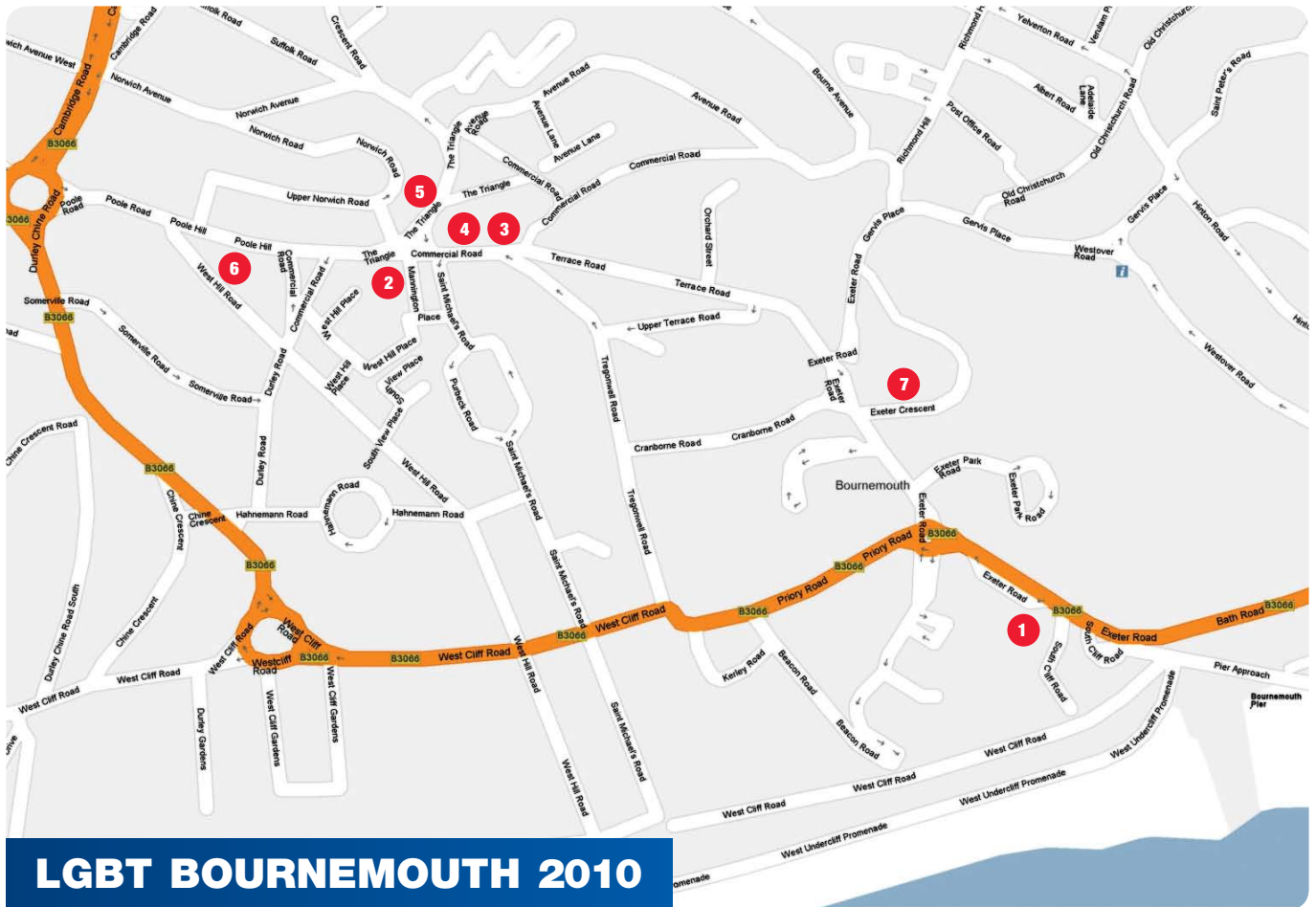
I am so glad I did this as it was a real eye opener! Never have I been in a room with so many like minded people. I had thought that I was shocked to hear from one speaker, Ellie Barnes, that so much prejudice still pervades our society in the 21st century. She spoke to us regarding LGBT History Month and how she has

tried to raise the profile of this event. She has encountered prejudice along the way but steadfastly refuses to allow this to detract her from her message that prejudice does not belong in a modern society. At the end of her talk she asked us all to stand up and hold the hand of someone the same sex as ourselves – a natural enough thing to do in my mind but apparently still not the 'done thing' to others.

I would encourage any partner of a union officer to take an interest and attend a conference or two and see the democratic process in motion and also have the opportunity to meet so many people that they may not normally meet in their day-to-day life.

I am hopeful for the future knowing that so many people from one union are trying so hard to make a difference and change attitudes which are outdated and misguided. I am so glad I decided to be supportive of Garry's union duties as this has given me the opportunity to meet and talk to so many wonderful people, all of whom are 'trying to make a difference'.

Niki Jacobs
 Partner of Garry Jacobs,
 Equality Officer
 Devon & Somerset branch



LGBT BOURNEMOUTH 2010

1 Bournemouth International Centre

It launched in 2008 and has become a firm favourite with the locals ever since. They have some great drink promotions, live acts and 2 bars and 2 dance floors with some top local DJs.

2 The Branksome

has become one of Bournemouth's most well known gay venues. With a large beer garden (the only one in Bournemouth town centre), 3 bars and regular entertainment, The Branksome is popular every day and night of the week. Weekly cabaret, competitions, drinks promotions and theme nights.

3 The Bakers Arms

is a long standing gay pub in the Triangle area. Steve, Mike and the staff will make you welcome. It's popular with a mixed crowd and a warm welcome is assured. A great place to unwind after the beach, shopping & to meet up with friends for a drink or two. Food is served from noon until 4pm daily, until 5pm on Saturdays and on Sundays they offer a traditional roast lunch from 12noon-4pm.

4 2930 The Triangle

37 is Bournemouth's largest gay club. It launched in 2008 and has become a firm favourite with the locals ever since. They have some great drink promotions, live acts and 2 bars and 2 dance floors with some top local DJs.

5 The Xchange

is one of the longest running gay pubs/clubs on the South Coast. It has had a number of incarnations in it's time including 'telephone bar' and 'wine bar'. However after a recent refit it's now a great looking gay bar and club. It has a large bar and an extended dance floor with a great sound system, it's a popular venue and it's not unusual to see queues at the weekend.

EDITOR'S RECOMMENDED REAL ALE PUBS



6 The Goat & Tricycle Pub,

27-29 Westhill Road, Bournemouth. Although not a 'gay' venue The Goat and Tricycle is very gay friendly pub. It's a traditional real ale pub, with a huge range of hand pulled real ales including the Wadworth classics which are always available and there are up to 11 Guest ales which change every 2-3 days, so there is always plenty of variety to choose from. Situated in Westhill Road which is about 400 yards from Bournemouth town centre in an area known as The Triangle, they also serve a range of home cooked food.

7 The Moon in the Square

4-8 Exeter Road Bournemouth. A favourite JD Wetherspoon's pub amongst CWU Delegates. A short walk from the BIC

