

UNISON national LGBT committee proposals to ILGA-Europe conference 2010

Resolution on increasing diversity

We welcome this year's conference theme 'Expressing our differences, challenging our prejudices, developing our alliances'. We note that we are exploring the diversity of LGBTI communities, our internal prejudices on race, ethnic origin, social status, gender and disability and discussing how to building alliances with other minority groups and NGOs.

We also welcome the fact that ILGA-Europe has a diversity working group.

However, we believe that there is much more to be done around diversity. Work needs to be developed to ensure that diversity is embedded into ILGA-Europe's work programme.

LGBTI people within Europe are diverse – we are Black and white, we are disabled and not disabled, we have different sexual orientations, gender identities and expressions, we have different races, nationalities, religions, cultures, political beliefs, family and social status. We come from different regions, within the EU and outside the EU.

We therefore ask ILGA-Europe to:

1. give a higher profile to the work of the diversity working group which may include, for example, equality impact assessing policies and procedures
2. survey LGBTI member organisations to identify the participation of black, disabled, women, young (age defined in line with IGLYO), trans, bi members, where this is available
3. consider holding a seminar on how to organise under-represented and excluded groups in your organisation

Explanatory note:

We believe this proposal for a resolution is self-explanatory

Resolution on tackling racism

This conference:

- Reaffirms ILGA-Europe's vision of an equal and inclusive Europe and its implacable opposition to racism in all its forms
- Recognises that racism exists in LGBTI communities just as it does in other parts of society.
- Notes with concern:
 - a) The continued threat posed by parties of the far right in many European countries
 - b) The explicitly anti-LGBTI agendas of these groupings as well as their unremittingly racist, Islamophobic and xenophobic views and opposition to equality for women;

- c) Evidence of the link between activity at local level of far right/fascist parties and an increase in racist, xenophobic, homophobic attacks;
- d) Evidence of far right political parties being aligned with or directly involved in attacks on Pride and similar events
- e) The use, in some countries, of the supposed defence of LGBTI rights as a basis for stirring hostility and prejudice towards asylum seekers, migrants and minority communities.

Conference believes:

- 1. We must condemn and combat racism wherever it raises its ugly head;
- 2. We should not allow anyone to use the defence of LGBTI rights as an excuse to stir up fear and hatred;
- 3. The strongest and most effective campaigns are those which unite people across different communities, bringing together community groups, LGBT groups, anti-racist and anti-fascist groups and all people who oppose racism and fascism.

Conference urges:

- A. ILGA-Europe and member groups to include anti-racism and campaigning against the far right in their work programmes
- B. ILGA-Europe to continue to publicise campaign information on tackling racism and the far right
- C. member groups to engage with local labour movement, community group and anti-racist/anti-fascist group campaigns

Explanatory note:

We believe this proposal for a resolution is self-explanatory