

# ORGANISING FOR EQUALITY

HOW YOU CAN GET INVOLVED



## UNISON SELF-ORGANISED GROUPS IN THE SOUTH EAST REGION

Equality and challenging discrimination are at the core of UNISON's strategy. Self-organisation is key to promoting equality and helping the union develop policies that will challenge discrimination wherever it is found.

In the South East Region, there are 5 self-organised groups (SOGs). They are listed alphabetically:

- Black members
- Disabled members
- LGBT (lesbian, gay, bisexual and transgender) members
- Women members
- Young members

Members of these groups share a common experience of discrimination, albeit in many different forms, including harassment, victimisation and poorer terms and conditions.

UNISON promotes the opportunity for the self organised group to organise activities and training that will enhance member's knowledge and increase participation. Self organisation exists because of inequality and discrimination. But, what can being a member of a Self Organised Group (SOG) do for you?

The purposes of self-organisation is to:

- Meet to share concerns and aspirations, and establish your own priorities
- Provide you with the knowledge and tools to challenge discrimination in the workplace
- Promote the union's equality and bargaining agenda
- Use shared experiences to develop policies that tackle discrimination and promote equality
- Campaign against discrimination, for civil rights and on other issues important to our members.
- Work within a flexible structure to build confidence and encourage participation for the fuller involvement of disadvantaged members.



## UNISON SELF-ORGANISED GROUPS IN THE SOUTH EAST REGION

Why does UNISON focus on these groups and why should you consider self-organisation?

### Black members

The Black Members' Committee works to eliminate discrimination and promote equality. Our meetings are open to any Black member in the Region wanting to attend and take part in our activities. We offer support on workplace and wider equality issues as well as giving Black members that opportunity to take part in other events.



**Regional Black Members Organiser:**  
Sam Wines – [s.wines@unison.co.uk](mailto:s.wines@unison.co.uk) or  
[BlackMembers.southeast@unison.co.uk](mailto:BlackMembers.southeast@unison.co.uk)

### Disabled members

Society creates barriers to inclusion by the way it organises, preventing disabled people from taking an equal part in life. The Disabled Members Committee challenges discriminatory actions, campaigns for a fair deal for disabled members on issues such as inaccessible workplaces and negative attitudes, and speaks out against prejudices from employers.



**Regional Disabled Members Organiser:**  
Suzanne Tipping – [s.tipping@unison.co.uk](mailto:s.tipping@unison.co.uk)



### LGBT members

Lesbian, gay, bisexual and transgender people are still denied equality in the workplace. The group gives you a real voice in UNISON, which is committed to working for LGBT rights. We organise locally and nationally to support each other, to identify and challenge discrimination, to increase awareness of LGBT rights and to campaign for change.



**Regional LGBT Members Officer:**  
Ron Harley – [r.harley@unison.co.uk](mailto:r.harley@unison.co.uk)

### Women members

UNISON Women campaign for equality in the workplace and for improvements to women's rights in the wider community. Women members can meet as a self organised group locally in branches as well as at regional and national level. In these groups, women meet to discuss their particular concerns and develop proposals for promoting equality to feed into the wider structures of the union. The South East has a Women's Committee which meet on a regular basis to develop policies to encourage wider participation and promote equality.



**Regional Women's Officer:**  
Fiona Roberts – [f.roberts@unison.co.uk](mailto:f.roberts@unison.co.uk)



## UNISON SELF-ORGANISED GROUPS IN THE SOUTH EAST REGION

### Young members

UNISON boasts 75,000 young members under the age of 27 years. We aim to make sure that young people as part of a workforce get a better deal, including improved pay and career opportunities, and are less at risk from exploitation, accidents and injury. That's why our priority is to recruit and support more young members.



**Regional Young Members Organiser:**  
Jenny Mason – [j.mason@unison.co.uk](mailto:j.mason@unison.co.uk)

### Interested?

If you want to join one or more of the groups or just find out more about them, complete the form opposite. Just put a tick in the appropriate boxes, fill in the details and return the form to:

UNISON South East Region  
Ground Floor  
Ranger House  
Walnut Tree Close  
Guildford  
Surrey GU1 4UL

UNISON Direct: 0800 0857 857  
[www.unisonsoutheast.org.uk](http://www.unisonsoutheast.org.uk)

Please note that the information you supply is confidential and will be held exclusively for the purposes detailed above. Access to the mailing lists will be limited to staff at regional or head office and the chair of the group for the purposes of distributing information.

Name .....

Address: .....

.....

Email: .....

Branch: .....

Membership Number: .....

I would like further information on/my details to be added to the regional mailing lists as indicated below:

- ☐ Black members
- ☐ Disabled members
- ☐ LGBT members
- ☐ Women members
- ☐ Young members
  
- ☐ I am happy for the appropriate group officer or group chair to contact me.



## South East Region



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