



Minutes of the PCS Proud Annual General Meeting Held on 04 March 2017 at the PCS Birmingham Office

In the Chair: Dorion Griffiths

Guests: Diane Ebanks and Chris Williams from PCS HQ.

1) Announcements and apologies

Dorion opened by welcoming everyone to the Annual General Meeting and sought apologies. Apologies were received from Mark Robinson, Lyra Dunseith and Dean Fisher.

There was an error on the paperwork issued which refers to LGBT+ where PCS adopted LGBT politically in the past.

2) Election of tellers/scrutineers

Chris Williams volunteered to be a teller for the meeting.

3) Adoption of standing orders and order of business

Dorion called on the Chair of the Standing Orders Committee to introduce the SOC report and the order of business.

Martine, SOC Chair, introduced the SOC report and confirmed that the AGM was held in accordance with the Proud Constitution.

Motions that require a simple majority will require 7 votes. Motions that require a 2 thirds majority require 8 people to vote in favour it.

There were no emergency motions. The meeting adopted the order of business as read.

4) Chair's Address

Dorion addressed the meeting by reflecting over the last year and the work that Proud. This has been one of the weirdest years. He reflected on the Orlando massacre and the massively different political landscape to the solidarity that was felt. We need to believe that the LGBT community has the mentality that an injury to one is an injury to all.

Theresa May has made clear that she doesn't like human rights and that they are under attack. We are the only ones that can take action to save our rights. Unions are leading the way on this.

Dorion paid tribute to the EHRC comrades that have been sacked by email and the sixth day of strike action recently.

The Government has been attacking unions because they are still fearful about the power that people have as a collective.

By members attending today, they have taken a step to contribute to that fight.

5) Adoption of the minutes of the 2016 Annual General Meeting

The minutes have not been circulated at this time but the Chair advised that the incoming committee seek to issue the 2016 minutes with the 2017 minutes within the next 2 – 3 weeks.

6) Matters Arising

There were no matters arising that were brought to the attention of the meeting.

7) Presentation of the Annual Report

Eddy Nixon presented the Annual Report. Eddy advised that due to personal reasons he was unable to undertake his role but thanked Saorsa, Steve Griffiths and Dorion Griffiths.

In a year of atrocities against the LGBT community, Proud members across the UK have worked tirelessly to combat homo, bi and transphobia.

There has been a noticeable shift and erosion of LGBT rights around the world which is now taking place in the UK. There has been an increase in hate crime since the Leave/Remain referendum and the Government seem to be intent on putting us back to Victorian times.

Reps and members have worked tirelessly to raise awareness locally, regionally and nationally.

Using twitter, facebook, website and other mediums, we have had a constant two way conversation with members of the LGBT community and our allies.

Kris Hendry, our learning organiser, has been magnificent in producing work alongside the committee.

Saorsa Tweedale has been instrumental in creating and delivering excellent trans awareness training which has had a massive impact on PCS Proud members.

Eddy posed the question “what can we do to increase participation in Proud activities?” Whether this be handing out leaflets, talking to other members, standing as a rep or activist in the local area.

Eddy then spoke about supporting those who are not out in the workplace, attempting to change the culture of the workplace so that people can be who they are.

It was acknowledged that there is a lot of intersectionality amongst our community, but this is not widely acknowledged by other people in the wider area.

There were no questions from the floor but there were contributions:

- 1) About support for ‘coming out’ and getting support for other issues in addition to LGBT issues, such as disability, mental health issues, other protected characteristics.

Eddy replied to this comment and acknowledged that mental health issues are more likely to be prevalent in the LGBT community and that more work needs to be done around this?

8) Presentation of the Financial Statements

Steve Griffiths presented the draft financial statements which are currently unaudited.

The group account had an opening balance at year start of: £2147.84

With transactions of: £1098.50

Less outstanding advances: £795.17

Rebate from PCS of: £0.00

Closing balance of: £254.17

There were questions in respect of expenses – Steve advised that expenses will be met.

There was a question as to whether Proud will continue to exist and the incoming committee members in attendance agreed that we may need to look at doing things differently to meet the continued challenges that we face.

Discussions took place about how we can make things different for PCS Proud to get more members engaged.

9) Presentation from Diane Ebanks from the Political Campaigns and Equality Department.

The head of the department is Phyllis Opoku-Gyimah who has, in the last year, reorganised the team. Karen Foster works with Women and Disabled Members, Andrew Lloyd works with LGBT members and Proud, Alison Burrowes works with Black Members. Diane is the Equality and Learning Officer. Laure Djida is the Political Campaigns and Equality Administrator, Chris Williams is the Executive Officer to Phyll Opoku-Gyimah and does a lot of work in both Equality and Political Campaigns.

Diane passed a message on from Andrew Lloyd who couldn't be here today. Andrews message was clear that we must continue to fight for workers' rights.

Diane presented some stats – 185364 members in PCS at the moment, 109614 members identify as women in PCS and 75131 identify as men in PCS. There are, however, more male activists in PCS than women. In terms of sexuality, there are Lesbian and Gay members 1867, Bisexual 585 and 111 Trans members declared on the membership system which gives us a potential 2563 members that are eligible for Proud membership.

Diane's role in PCS is quite diverse – in control of co-ordinating 4 equality Journals, Diane makes sure that all 4 have two editions every year. If there is something happening near you, that interests you, we need to make sure we get information in to LGBT matters as it may be of interest to others.

Diane talked about the benefits of the document library and the PCS website. Also, information gets sent out via personal email.

We had Pan-Equality events last year, 10 across the UK. There were many non-activists/non-reps that responded and attended these events which was excellent.

Diane also spoke about writing for our audience to capture their attention and get our messages across in a clear, concise way.

Diane is responsible for History Months including LGBT History Month, which was February. Diane outlined the purpose of LGBT History Month and the work that is still needed to be done, even today to challenge inequality. Standing up and speaking out is always the right thing to do.

Diane also spoke about getting people involved in campaigns and activities. One way to increase this is getting people involved on issues that matter to them.

PCS is currently getting involved in lots of issues such as the EHRC dispute – PCS Proud can get involved in lots of these issues to speak out and encourage

other people to get involved. We all have a role to play in fighting against injustice.

Diane works with members in the Organising, Learning and Education department. The Union Learning Fund was set up to help learning in the workplaces. The project year starts on the first of April and our project this year is partly focussed on apprenticeships as there are many within PCS represented workplaces now. The fund is an excellent resource because it offers people learning at no cost to them. We need to get ULRs involved but it can aid us in organising and recruitment as well as helping members achieve their learning aspirations. Diane made reference to the former Proud Stage 1 and 2 courses which were excellent but maybe we need to review the learning that we can provide to members?

The following contributions were offered from the floor.

Our Secretary Eddy wanted to thank Diane and the PCS FTO team for their dedication and support for PCS Proud.

The meeting also sent Solidarity to the NHS demonstration in London today and resolved to stand up to attacks against our NHS.

Another member mentioned apprenticeships and the work undertaken at Civil Service Resourcing and the induction process that we can get involved in to introduce PCS to members of staff who come in on fast streams and apprenticeships. They also mentioned bullying and harassment in the Civil Service Staff Survey and the higher percentage of discrimination that people have faced.

Steve Griffiths – an Organiser for Proud asked Diane if regional events wanted to be put in place for union learning would we still contact her for Wales and Scotland ULF information? Diane advised that devolved administrations have their own Learning Funds (WULF and SULF) but if reps in these devolved nations, Diane could put them in touch with the right person.

10) Break of 20 minutes was held.

11) Motions

Motions that require a simple majority need 7 votes in favour to be carried, those that require a two thirds majority require 8 votes in favour to be carried. The text of motions is available in Annex 2 of this document.

A1: Gender Recognition Act and the Equality Act

Kris Hendry proposed this motion and spoke about the 'Transgender Report' by the Government's Women and Equalities Committee.

Motion was formally seconded by Richard Jones.

Steve Griffiths supported asking that the committee takes it forward in devolved administrations too.

The motion was carried unanimously.

A2: Gender Neutral Toilets

Kris Hendry proposed this motion on Gender Neutral toilets. Where people don't identify strictly as male or female, members could have access to an additional toilet that is gender neutral.

The motion was formally seconded by Steve Griffiths.

Richard Jones spoke in support of the motion.

The motion was carried unanimously.

A3: Asexuality

The motion was proposed by Kris Hendry. Seconded by Martine McGarry

The motion was carried unanimously.

A4: Rule 2 e

This motion was proposed by Kris Hendry to update the purpose of Proud in the constitution. Seconded by Steve Griffiths.

The motion was carried unanimously.

A5: Rule 17

This motion was proposed by Kris Hendry in respect of the TUC LGBT+ Conference delegation. This motion was seconded by Richard Jones who spoke in support and went in to background as to our use of LGBT in a political term but supporting the change to the constitution.

Martine asked if we were going to define the + in our constitution.

Richard and Kris clarified the background.

The motion was carried unanimously.

A6: Rule 18

This motion was proposed by Kris Hendry. This motion was seconded by Dean Davidson.

The motion was carried unanimously.

There were two motions ruled out of order by the Standing Orders Committee which were not debated.

12) Election update and call from the floor to fill vacancies.

Please see Annex 1 for the details of the full committee. Dorion handed over the Chair to Vice Chair Richard Jones at this point of the meeting.

There are still a number of vacant posts. Richard reported to the meeting that our Northern Ireland Reps for the last year are happy to caretake the Northern Ireland role on the basis that we will soon find someone to take over from them.

13) Vote of thanks – Richard Jones

Richard gave a vote of thanks as incoming Chair of the PCS Proud National Committee for 2017/2018. Richard thanked the SOC for helping with organising timelines and ensuring we are carrying out our constitutional responsibilities. The outgoing members of the committee were thanked. The work that the committee has done over the last year keeps us noticed and keeps Proud relevant. Our self organising status is something that other equality groups aspire to. Richard thanked those who have stood for election. Special thanks was given to Diane and Chris and the staff at PCS HQ for all of the work that they have done behind the scenes for Proud and LGBT members including their work on the LGBT Seminar. Richard thanked Kris for his work on the LGBT Seminar and his excellent learning work that he has undertaken this year.

Richard thanked Phyllis Opoku-Gyimah, Andrew Lloyd and Karen Foster for their support and dedication over the last year.

TUC, STUC delegations were also thanked alongside those who represent us at Wales TUC and Irish Congress of Trade Unions.

NEC Liaison Officers were also thanked.

Members were thanked for getting involved.

The meeting was then closed.

Attached:

Annex 1 – The PCS Proud National Committee 2017-2018

Annex 2 – Motions to the Proud AGM

Annex 1 - PCS Proud National Committee 2017 – 2018

Role	Name	Elected/Nominated at AGM
Chair	Richard Jones	Elected unopposed
Secretary	Eddy Nixon	Elected unopposed
Treasurer	Dean Fisher	Nominated at AGM
Organiser (Membership and Admin)	Steve Griffiths	Elected unopposed
Organiser (Campaigns and Comms)	VACANT	
Organiser (Learning and Regions/ Devolved nations)	Kris Hendry	Elected unopposed
Black Members Rep	VACANT	
Bi Members Rep	Eddy Nixon	Elected Unopposed
Disabled Members Rep	Tony Moore	Elected Unopposed
Trans Members Rep	Lyra Dunseith	Nominated at AGM
Women’s Rep	VACANT	
Young Members Rep	Dean Davidson	Nominated at AGM
Scotland	Kris Hendry	Nominated at AGM
Northern Ireland	David Halliday and Gareth Lee	Caretaking the role at present
Wales	Dorion Griffiths and Mark Robinson	Nominated at AGM
Northern	Eddy Nixon	Elected Unopposed
Yorkshire and Humber	VACANT	
North West	David Greenall	Elected Unopposed

Midlands	Dean Davidson	Nominated at AGM
Eastern Counties	VACANT	
London and South East	Paul Gibson	Nominated at AGM
South West	VACANT	
Standing Orders Committee	Clare Bat Or (Chair of SOC) Martine McGarry	Nominated at AGM
Auditors	VACANT	

Annex 2 – Motions to the Proud AGM 2017

A1: Gender Recognition Act and the Equality Act

That this AGM records its disappointment and disagreement with the response from the UK Government in response to the Women and Equalities Committee 'Transgender Report'.

This AGM believes there is no excuse for failing to amend the Gender Recognition Act 2004 in order to simplify and quicken the process for those seeking to have their chosen gender legally recognised, as is already in evidence from several countries around the world.

Further this AGM laments the lack of commitment from the Government in relation to the Committee's recommendation to amend the Equality Act 2010 to introduce the protected characteristic of gender identity in place of 'gender reassignment'. This failure to act leaves many at risk of discrimination or harassment without any legal protection under the Equality Act due to the current limited scope of this current terminology.

For many of our members they may choose to identify as a gender different to that assigned at birth without ever intending to undergo gender reassignment and it is wholly unacceptable that they are essentially ignored when it comes to being afforded the same legal protections as others.

This AGM therefore calls on the Proud National Committee to:

Call on the NEC to campaign for the recommendations of the 'Transgender Report' to be implemented in full as soon as possible,

Prepare and issue briefings through the Proud website, LGBT Matters and social media to highlight our members concerns and educate members on what actions

they can take to support our call of action, and, call on the TUC LGBT+ Committee, and regional TUC LGBT+ structures, to support our campaign and encourage affiliates to also support this campaign.

Proposed by: Kris Hendry

A2: Gender Neutral Toilets

This AGM recognises the need for greater inclusion for all transgender workers in the workplace. Not all people identify as strictly men or women, there are an increasing number of individuals who are identifying as neither or both. For people in this situation being confronted on a daily basis with a choice between male or female toilets is a constant source of anxiety which can ultimately result in both physical and mental health issues for these individuals and make it difficult to maintain their working life.

This AGM agrees that it would consider it reasonable for the introduction of gender neutral facilities alongside already existing male and female specific facilities, allowing for a third option without removing already existent facilities. This AGM accepts that many transgender people do identify as exclusively male or female and have fought for the right to do so and to access facilities specific to their gender. This AGM agrees that to introduce gender neutral facilities is not to be considered as a vehicle for eroding or undermining these rights.

This AGM therefore instructs the Proud National Committee to:

Call on the NEC to work with Proud and all Groups to request gender neutral facilities are introduced in workplaces where PCS is recognised alongside existing facilities.

Produce communications that highlights the case and benefits of these facilities in order to educate groups and members and in order to protect those members who will benefit from the introduction of these facilities and request feedback of any successes or additional issues which may come to light that these can be addressed and resolved through collaboration between Proud and the NEC.

Proposed by: Kris Hendry

A3: Asexuality

This AGM acknowledges that while a large proportion of sexual orientation discrimination is likely to be experienced by those identifying as homosexual or bisexual, sexual orientation discrimination can also be experienced by those identifying as asexual.

This AGM recognises the Equality Act 2010 bans discrimination on the grounds of 'sexual orientation' and agrees that Proud must stand against all forms of sexual orientation based discrimination in order to support all of our members.

This AGM believes much of the ignorance surrounding sexual orientation is grounded in a lack of education and understanding many have and that learning is one way to help tackle this.

This AGM therefore instructs the PCS Proud National Committee to:

- Use the Proud website, LGBT Matters and social media to show our support for asexual members and emphasise our stance against all sexual orientation based discrimination
- Create resources to help educate members about asexuality and the issues faced by those within the asexual community within the workplace and beyond and
- Call on the TUC LGBT+ Committee and related regional TUC structures, to support asexual workers and members.

Proposed by: Kris Hendry

Constitutional Amendment(s) – Require a 2/3 majority

A4: Rule 2 e

This AGM instructs PCS Proud to amend Rule 2 e. which reads:

2.e. To act as a contact and support for lesbians, gay men, bisexuals and transgender people who are members of the PCS and also seek to develop effective collaboration with Branches, Groups and Regions on LGBT+ issues and activities. The term bisexual will be used to define those who do not identify as exclusively heterosexual or homosexual. Trans members are those who do not identify in the gender assigned at birth.

This rule 2 e. shall now read:

2.e. To act as a contact and support for lesbians, gay men, bisexuals and transgender people who are members of the PCS and also seek to develop effective collaboration with Branches, Groups and Regions on LGBT+ issues and activities. The term bisexual will be used to define those who do not identify as exclusively heterosexual, homosexual or asexual. Trans members are those who do not identify in the gender assigned at birth and indicate that they wish to identify as such.

Proposed by: Kris Hendry

A5: Rule 17

This AGM instructs Proud to amend Rule 17 which reads:

TUC LGBT Delegation

17. The number of delegates will be defined by the NEC. The delegation should represent a 50/50 male/female gender split, and voting on delegates of either gender

will not be necessary unless nominations for that gender exceed 50% of the agreed total delegates. The delegation should also where possible include one disabled member, one black member and one trans member.

The Proud Standing Orders Committee will organise a postal ballot of all full members to elect the delegation. The ballot should be organised using the same notification and timing criteria as the AGM to finish on the Saturday of the PCS LGBT Seminar whenever that is organised or the first Saturday in November the year prior to the TUC LGBT Conference. Successful delegates will represent PCS at the following years TUC LGBT Conference.

If there are still vacancies the Proud Officers will identify a process for filling vacancies and/or finding replacements for agreement by the National Committee.

This Rule 17 shall now read:

TUC LGBT+ Delegation

17. The number of delegates will be defined by the NEC. The delegation should represent a 50/50 male/female gender split, and voting on delegates of either gender will not be necessary unless nominations for that gender exceed 50% of the agreed total delegates. The delegation should also where possible include one disabled member, one black member and one trans member.

The Proud Standing Orders Committee will organise a postal ballot of all full members to elect the delegation. The ballot should be organised using the same notification and timing criteria as the AGM to finish on the Saturday of the PCS LGBT Seminar whenever that is organised or the first Saturday in November the year prior to the TUC LGBT+ Conference. Successful delegates will represent PCS at the following years TUC LGBT+ Conference.

If there are still vacancies the Proud Officers will identify a process for filling vacancies and/or finding replacements for agreement by the National Committee.

Proposed by: Kris Hendry

A6: Rule 18

This AGM instructs PCS Proud to amend Rule 18 which reads:

TUC LGBT Committee Nominations

18. The National Committee will select the Proud recommendation(s) for the TUC LGBT Committee at the last committee meeting of the calendar year, where a formal meeting does not take place; the National Committee's recommendation shall be determined by the National Committee in December of the year prior to the conference and notified to PCS HQ. In accordance with TUC rules, only those elected as delegates to the TUC LGBT conference will be eligible to stand. Recommendation(s) will be notified to the NEC for agreement. The National Committee may also make recommendations to the NEC for any other TUC Equality

Committee where there is a reserved seat for LGBT representation. Any recommendations will need to be agreed by the National Committee prior to the deadline set by PCS to meet the TUC requirements for the said committee.

This rule 18 shall now read:

TUC LGBT+ Committee Nomination(s)

18. The National Committee will select the Proud recommendation(s) for the TUC LGBT+ Committee at the last committee meeting of the calendar year, where a formal meeting does not take place; the National Committee's recommendation shall be determined by the National Committee in December of the year prior to the conference and notified to PCS HQ. In accordance with TUC rules, only those elected as delegates to the TUC LGBT+ conference will be eligible to stand. Recommendation(s) will be notified to the NEC for agreement. The National Committee may also make recommendations to the NEC for any other TUC Equality Committee where there is a reserved seat for LGBT+ representation. Any recommendations will need to be agreed by the National Committee prior to the deadline set by PCS to meet the TUC requirements for the said committee.

Proposed by: Kris Hendry