

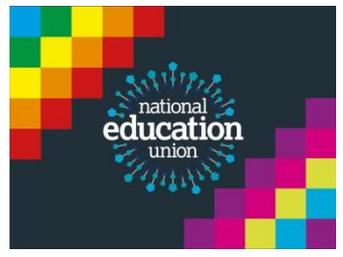
**ANNETTE PRYCE**  
NUT LGBT+ NATIONAL  
EXECUTIVE MEMBER



### PRIDE AND PREJUDICE

Pride Events across the country are due to start next month and local associations are urged to make a contribution where necessary, and have a visible presence. As a large organisation, (a trade union), we have a responsibility to make a donation to local pride events, while smaller organisations and groups should be able to take part for free, as a trade union we should be supporting those events by giving some of our local funds to them.

Our networks will no doubt have local LGBT+ members who want to get involved but you don't have to be LGBT+ to make the union visible, so get



your best unicorn tee on and sashay along to your local pride events, preferably with some of our swanky new flags..... you have no idea how hard it was tearing the comms team away from

their colour palette, there were tears, recriminations, throwing of various soft cushions... \*chortle\*.... no just kidding... but seriously it was a great compromise on the flag colours, and we love the unintended nod to bisexual and pansexual flag colours in the union's colour palette design.

The union knows that pride events are fundamental to recruitment and retention, and we will again be centrally funding the union's involvement in pride events in Brighton, Manchester, London and Newcastle as well as contributing to and supporting Trans Pride and U.K. Black Pride. The local associations should have this on their agenda every summer in order to make a contribution. Remember local officers can order 'Pride crates' for events in their areas at a small fee. To order your pride crate, please email [rachel.baxter@neu.org.uk](mailto:rachel.baxter@neu.org.uk) with the date of your event, delivery address and a contact number.

A paper has come through the **Education and Equalities** committee on dress codes and while it is still in draft form the staff are confident that we can table a version in the next cycle that everyone is happy with and that can express the ideas about dress codes and use of language in a way which are fully inclusive of trans students, which ask teachers to break down stereotypes about what girls and boys should wear, and which require teachers to think about how school uniforms perpetuate fixed and old fashioned ideas about gender, which harms girls, harms boys, harms trans young people and harms non binary kids. Policing how we look/what we wear is a key way for them to keep us all in our boxes!

And so is the use of language, there is still much consternation in small parts of the union around what words we should use to define people and identities. E.g. **'Gender Identity'** is a well-known phrase, and so is **'Coming Out'**, both are phrases that appear in the union's language code that we accepted for use by the union passed by the executive in 2015. Language is constantly changing and evolving, even since I was first elected I use words I never knew before, and human beings get to define themselves in the way they choose.

This does not mean that everyone has to have the same identity or label, or definition, or simply way of being, but ask yourself why you don't want to have an 'identity' is it because you believe that you are part of a 'normal' population that doesn't need labels?

Is being 'othered' a bit of a threat? On a personal level for me, labels are personal to the person using them, and if other people don't want to use them for themselves, then don't, it's not going to take anything away from me. But don't diminish them for people who do use them.

I hear these words quite a lot: "You can't say anything these days", well if you're going to say something

discriminatory, best keep quiet, but if you genuinely just make a mistake, apologise, move on and do better next time.

I was saddened to hear about one of our members who had been subject to a **hate crime** whilst walking home, in this case they were lucky, so often it could have gone the other way. This happened in London.

Just walked down a corridor that leads to my flat with my hubby and four youths were there smoking pot and one said 'Gay' when we had walked past them. We turned around and 2 against 4 asked them if they had a problem. They ran away when we said we'd report them to the police. Hubby is more than 6 feet tall so that helps, but this time actually I wasn't standing for it! 😞

10:51 pm

On a lighter note our members have been getting back into their associations and getting involved.

Just got out of our division committee meeting: delivered my report, assistant secretary said he is going to clear some time at the next general open meeting for me to talk on how we progress things

I just delivered my Conference Report to my division and am now LGBT+ Equalities Cttee Member designate. Crumbs! 😊

10:16 pm

We collated data after the conference on what activities members wanted to take up and a number of them want to be reps, committee officers, and even executive members. We will be mentoring those individuals on how to get more involved, and the very first opportunity will be through our Network Training event which is on 9<sup>th</sup> June in Birmingham.

## MAY 17<sup>TH</sup> IDHOBT: International Day against Homophobia, Biphobia and Transphobia.

It's a testament to society that we now recognise this day on our calendar and a stain on humanity that we still have to. Across the world our siblings are being discriminated against, are being jailed, are being killed, just for being who they are. We can't forget

# EQUALITY IS A HUMAN RIGHT

INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA

AMNESTY INTERNATIONAL



how lucky we are, and how much there is still to fight for. Whether you're a baby boomer, or generation Z, your turn isn't up, we haven't got all that we need or want, and we can't be complacent. Complacency is the enemy of progress.

**Follow my blog at:**

<https://nutlgbtexec.blogspot.co.uk/>

### MY GENERATION PROJECT WITH STONEWALL

The **My Generation** team are excited to announce that we are working on a series of short films on supporting trans youth in schools for **Stonewall**. We're currently looking for **teachers** who currently have (or have had) **trans students** (in both primary and secondary school) and have helped support them in being themselves.

We want to underline how important and easy it can be to support trans youth, and would be interested in speaking to teachers who perhaps went through their own learning process to be able to support their students. **We're particularly keen on hearing from contributors from underrepresented backgrounds**, such as people from the BAME communities, disability community, diverse class backgrounds, non binary people or people from any other underrepresented backgrounds.

If the student you have been supporting would like to speak as well, we'd love for you to both be a part of the same film. We do offer levels of anonymity, for safety, but encourage people to be out and proud as it sends a clear message to the audience. If you're interested, please email us at [mygeneration@gmail.com](mailto:mygeneration@gmail.com) with your name, location and a bit about your story.

My Generation is an ongoing film project celebrating trans lives and trans experiences. It's films made by trans people, about trans people, for a much wider audience. If you're keen on sharing our films at your school, either with staff or with your students, you can find our films on our youtube channel: [www.youtube.com/mygeneration](http://www.youtube.com/mygeneration).



**Stonewall**  
Acceptance without exception