

GMB London Regional Equality Conference 2021 Workshop

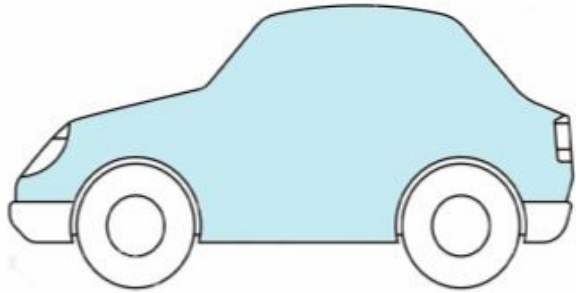
Dear Delegate,

Please see below slides and worksheet you will need to complete during the workshop. As you can see, we have provided you with an example on the left of the worksheet to help you.

We are hoping during the conference, you will hear things that will inspire you to take back to your branch or workplace to run a campaign on, or ideas to engage your members. Our workshop hosts will introduce you to various policies and training events you might wish to work on with the branch.

We hope you enjoy the conference!

1



WHAT'S NEXT?

How do we take our Regional Equality Conference self back home?

2

Choose one thing to plan!

- Maybe grow your branch?
- Do you have a campaign you've been inspired to run and WIN?
- Is it time to get more involved yourself?

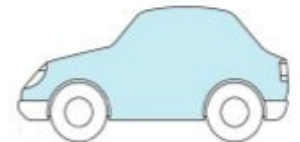
3

WE'VE ALL BEEN HERE!

4

Plan it and commit!

- Pick one area to work on from a story you've heard or information you've gathered
- Think about growing your union, winning on an issue or getting more involved
- Use the worksheet to plan the thing you need to succeed – use this time!
- Talk to your group or partner and commit to a single, achievable milestone



5

Finding a focus...

A) What issue will you focus on? (Subject eg. menopause, domestic violence, pensions)

B) What's the current situation that you want to change?

C) What's your ideal outcome?

6

Finding a focus...

A) What issue will you focus on? (Subject eg. Menopause, domestic violence, pensions)

Menstruation and Menopause

B) What's the current situation that you want to change?

Quite a few of my colleagues suffer from Menstruation and Menopause related health issues, and these are not taken seriously at all by management – they are just seen as 'women's issues' and are ignored. But these actually affect people really badly eg. Concentration and sleep issues with menopause, and having these not taken seriously at work just makes it all more stressful.

C) What's your ideal outcome?

To have a Menstruation to Menopause policy at work, and have managers stick to it.

7

Steps to take:

1. Whose support do you need?

2. What resources will you need? (eg. Information, time)

8

Steps to take:

1. Whose support do you need?

-Colleagues – loads of people have these issues but it's just not spoken about much as it's seen as taboo. If we start having more conversations and spread awareness then people will see that it's not just a personal issue that they need to deal with alone, but a workplace issue that they deserve to get help and support with

- Managers/HR
- My workplace rep/Full Time Officer

2. What resources will you need? (eg. Information, time)

- M2M policy
- Online Training – TUC Education website have a 45 minute online training session, could point managers in the direction of this for them to learn more, and encourage colleagues to do it too

9

3. Actions		
What <u>actions</u> will help you reach your goal?	<u>Who</u> will take the actions?	What are the <u>timeframes</u> for action?

10

3. Actions		
What <u>actions</u> will help you reach your goal?	<u>Who</u> will take the actions?	What are the <u>timeframes</u> for action?
1. Spread awareness amongst colleagues 2. Get M2M policy implemented 3. Encourage others to join the union so that we have more bargaining power compared to managers	1. Me, then those colleagues can talk to others to spread awareness further 2. Me and my union rep	1. Start in the next week or so 2. After we've spread awareness about it 3. Ongoing – Start in the next week or so

11

4. Barriers	
What <u>barriers</u> might you face?	How could these be <u>overcome</u> ?

12

4. Barriers	
What <u>barriers</u> might you face?	How could these be <u>overcome</u> ?
People see it as a 'women's issue'	Learn the arguments for it being seen as a workplace issue and practice these with supportive colleagues, friends or family – then I'll be better prepared to have these discussions without getting in a panic as I'll know what I'm talking about.
People seeing it as embarrassing	I won't be able to change this overnight, but the more we make these conversations normal, the less embarrassing it will be. I just have to keep at it and get support from my rep or Full Time Officer.

GET OUT YOUR DIARY!

Let's celebrate together!

KEEP IN CONTACT!