
BFAWU LGBTQ Network Meeting October 2024

The Far Right

Concerns were raised by the group that the far right attacking the LGBTQ+ community is becoming more and more common on social media, this is spilling over into the workplace where comments and offence language is being used.

A pilot course is being run by the Yorkshire and Humber TUC on challenging the far right, we will look at running a BFAWU version in 2025 to help give reps the tools to challenge these narratives and be the people in the workplace members can turn to safely when they have issues or are facing offensive or discriminatory language.

Workplace Policies

In previous meetings we have heard from members who are out and proud at home and in their communities, but do not feel safe enough to be themselves at work due to the comments of others about the LGBTQ+ community.

The group were both saddened and angry at this and pointed out that many of the workplaces where our members work have policies around equality, diversity and inclusion. This led to a discussion about whether these policies are utilised and put into practice or just created as a tick box exercise and left to gather dust, and if it is the case they aren't being used, what are we doing about it locally as a union, regionally and even nationally where applicable.

Allyship

How can we be active allies to our members who are part of the LGBTQ+ community, not just wearing a pin badge, or putting out a tweet in solidarity, but actively challenging discrimination, learning about the issues that are faced, proactively driving changes to remove barriers in the workplace and the union and being a person that steps up when needed to support our LGBTQ+ members

Network Meetings

How do we promote the meetings more to get more people to attend them and engagement in general with our LGBTQ+ members?

Is there enough information in the Foodworker, can we email more information out and put out circulars to let people know the dates more regularly..

It was agreed that it might be a good idea to have social media accounts, a newsletter or briefing note to highlight issues and campaigns, be more present during Pride month and LGBTQ+ history month so that our members know we are serious as a union about this work and supporting them, which in turn would encourage them to come forward and engage more.