

Welcome to our first joint Equalities newsletter which covers the branches who are linked with UNISON Grampian Resource Centre, It tries to cover the relevant equalities issues and anticipated events in the coming year.

One of the things COVID has taught us is to appreciate each other. I was in a meeting with Aberdeenshire's Black Members Officer and another of our steward and we ended up saying '**we are all human**' - what an amazing statement if you contemplate it even for moment.

We are calling 2021 'Disability (Ability) Year' to encourage disabled members to get involved with the Year of the Disabled Worker

There has been a cross branch working group set up to organise this year and so far we have met twice.

One of the ideas stemming from these meetings was a Cross Branch's Equalities Newsletter. Although the working group is largely looking at disabilities we decided it would be unacceptable not to do a newsletter equalities trying which includes all other strands. We hope you find it interesting and want to be involved with some of our initiatives.

Aberdeenshire UNISON Equalities Officer Kathleen Kennedy is hosting a virtual event for all members on the 29th of September 7—8 pm.

This event is being held to welcome the coming 'Older Person Day' on the 1st October, so we are inviting, in particular but not exclusively, the over 50's including all our retired members. All going well this could be a regular meeting in future?

We would like to spend the hour chatting about issues that are affecting your working lives so that UNISON can be made aware. UNISON's Pension Officer and Board member Morag Lawrence will be available to answer questions you might have on your workplace pension. To make the best use of our hour, we would like you to send in your questions

in advance of the event. This will allow either Kathleen or Morag to answer them on the night.

So if you have a question or would just like to hear the answers to someone else's question then please join us on: <https://global.gotomeeting.com/join/326504205>

Access Code: 326-504-205

New to GoToMeeting? Get the app now and be ready when your first meeting starts: <https://global.gotomeeting.com/install/326504205>

Retired Members

Choose your own level of involvement

As a retired member you have the option to keep as active in UNISON as you want. The only restriction is when it comes to voting on issues of pay and working conditions. So why not join our Scottish wide retired members forum

and meet others who will inspire you with the activities and campaigns that are of current interest such as the need for a future 'Social Care Service' and the ongoing campaign for the WASPI women. The next forum using Zoom at the moment is on the **30th September at 11.00am** the id is **580 752 7015** password is **rmcunison**.

WEAR IT
PINK

41,000 people die every year from Breast Cancer

October is Breast Cancer Month

This is important to highlight. Even during COVID 19, life hasn't stopped. Our health and anyone else's health 'routine / normal' issues have continued and need to be addressed.

We would like to highlight Breast Cancer Month as this is such an important issue. Why not change something on an email or your Facebook to show we are recognising Breast Cancer Awareness Month?

99% of new cases of breast cancer are in women. Getting older, 80% of breast cancers occur in women over the age of 50 which is almost middle aged now we live longer! Most men who get breast cancer are over 60.

If you have a family history of breast cancer, you and some other members of your family may have a higher than average risk of developing the disease, however, there may be some ways you can manage your risk.

You can use this link to support this worthy cause: <https://www.wearitpink.org/pay-in-fundraising>

Menopause

Some of your UNISON reps may have heard about Menopause cafes which are run in workplaces. Of course just now we aren't meeting physically. However we could think about setting Breast Cancer cafes for next year. All it would need is somewhere safe where members felt able to come and talk over coffee and could be directed where to receive advice or share their own experiences. These would of course be open to men as well who may want to get advice in supporting colleagues/being a manager/supporting a partner etc.

Orkney Disability Event Sept 2021

Orkney Local Branch is planning a Disability Event in September 2021. The event, which will be aimed at employers, aims to provide awareness on visible disabilities, hidden disabilities, workplace environments, practical solutions to removing workplace barriers and information on the development of new technological solutions.

The event will be guest chaired by Kathleen Kennedy, Aberdeenshire Branch, who will also be a speaker. The practical details are still to be confirmed and will depend on the COVID restrictions, if any, at the time. Branches are welcome to attend and further information can be obtained by contacting Katharine McKerrell, Branch Secretary, at kay.mckerrell@unisonorkney.org.

Aberdeenshire Disability History launch Event

Aberdeenshire Branch is planning a few events all of which are COVID-19 dependent. The main event we are planning is on the 3rd December 2020.

This is the Day of People with Disabilities and be on line. We really hope you will be able to join us. This event will start our Year of Disability (Ability) Events in branches, supported by the Grampian Resource Centre. It is aimed at promoting more inclusion

of disabled people in the workplace. This event will also see the launch of a booklet on Disability History in the North East and how Worldwide events helped to shape our views today. Contributions from Katharine McKerrell Orkney Branch Secretary and Peter Hunter.

The event is on the 3rd December and for further details contact Kathleen Kennedy Equalities Officer at kathleenunison@gmail.com

Women and Disability in the Area

UNISON Moray is planning to have a meeting with some disabled members soon and Kathleen Kennedy (UNISON Aberdeenshire) will support. Hopefully, we can have an event around March including International Women's Day which will include a celebration of women and particularly recognising well known disabled women from the Grampian area.

This should be a great fun event! For further details please contact janis@unisonmoray.co.uk

Grampian Pride



UNISON staff members Karen Davidson and Susan Kennedy have been made lead Area organisers for LGBT+ across Scotland following on from the success they have had in leading local branches in participating in Grampian Pride. In 2018 they delivered the first ever UNISON float at a Pride event 2019 was even bigger and better.

Due to Covid, Grampian pride 2020 was cancelled but plans are underway for 2021 across the whole of Scotland. We have a core group of LGBT+ members supported by allies from branches across the North East. We are in the planning stage of organising a virtual meeting to discuss how we can take forward LGBT+ issues and participation in Pride 2021 in the local area. We have no guarantee about what Pride may look like next year or what form it will be in.



Susan and Hamish supporting Pride at May Day march

We'd like more members to get involved so if you identify with LGBT+ or are an ally and would like more information about the meeting or how you can get involved contact Karen Davidson by emailing karen.davidson@unison.co.uk