



Brief History of the Rainbow Flag

by **Leon McLoughlin**, LAGIP Chair



The first Rainbow Flag is believed to have been designed as recently as 1978 by an artist in San Francisco by the name of Gilbert Baker. Designed in response to a call for a community symbol, the

first flag had eight stripes and were attributed with meanings for each colour:

hot pink for sex,
red for life,
orange for healing,
yellow for sun,
green for serenity with nature,
turquoise for art,
indigo for harmony, and
violet for spirit.

Following the assassination of openly gay politicians Harvey Milk and Mayor George Moscone in 1978, the flag began to be used by the San Francisco gay community but was produced by a local company with seven stripes (minus the hot pink colour) solely for the reason that this colour was not easily available for mass production.



Harvey Milk pictured in 1978

A short time later the same company was asked to make Rainbow banners and in discussion with Gilbert Baker it was agreed to adopt the six stripe banner that we continue to see today. The hot pink and turquoise stripes were removed and the indigo stripe was replaced with royal blue (some designs continue to use indigo whilst others have replaced this with Cyan).

The flag is now commonly used by gay community's world wide as a symbol of gay pride (and often to act as a visual marker for gay venues), and as a reminder of the diverse world that we live in.

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NEC News

Changes to the NEC

Steve Burgess (Communications Officer) is stepping down and his role is being merged with the new National Coordinator role.

Tom Rendon is stepping down to allow him to fully focus on his NAPO role within London.

Andrew Scott is stepping down as he is transferring to another Probation Trust within a different region.

Libby Wrighton has also stepped down as she no longer works for the Probation Service.

All four have, over their time with the LAGIP NEC, been fully committed to contributing to our aims and objectives and have all worked hard to help our members tackle discrimination at various levels and to develop and maintain a safer working environment for LGBT staff.

I would like to formally thank them for all their hard work and wish them the very best for their continuing and new roles both within and outside of the Probation Service.

Leon Mcloughlin, LAGIP Chair

Membership Updates

The task of updating our membership list is now under way.

If you haven't been contacted already, I will be in touch over the coming weeks to ask you to confirm the details we hold on you are accurate.

Remember, the more accurate our records are the better LAGIP can represent the needs of its membership.

Richard Beavis, National Coordinator

LAGIP NEC Meeting

The date of the next LAGIP NEC has now been confirmed as 28th June. If you'd like to get involved it's not too late to contribute your ideas and thoughts - LAGIP is *your* Staff Association.

Please email your contributions or any queries to admin@lagip.org.uk



LAGIP NEC Contact Details

Chair leon.mcloughlin@lagip.org.uk
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Regional Coordinators:

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*Until new coordinators are confirmed for these regions please contact Richard Beavis instead.

News from the Regions

North East Round Up:

By **Sam Newbould**, NE Regional Coordinator

I've had the opportunity to meet with various members and probation Trusts over recent months and seen some really positive work being undertaken throughout the region.

As pride season approaches there promises to be a large presence of probation staff and LAGIP members at events in Newcastle, Leeds and other West Yorkshire cities and in Hull. These should be a great opportunity for staff across the region to enjoy themselves and support each other at the same time.

Work is being undertaken by all probation Trust's in the region toward meeting their Single Equality Action Plans around sexual orientation and gender identity diversity. West Yorkshire, Humberside and Nottinghamshire are all working towards inclusion on the Stonewall 100 Index. New and innovative responses to Hate Crime, including those that are Homophobic in nature, are being developed and the messages regarding sexual orientation monitoring within staff groups is starting to gain momentum.

As always I'm happy to hear about what members have been up to, how they are getting on and any ideas they have for future LAGIP projects - so please stay in touch.

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North West Round Up:

By **Helen Dale**, NW Regional Coordinator

Having taken on the role of Regional Coordinator for the North West, I want to meet as many LAGIP members in the Region as possible to find out what you want from me. I'll also be making contact with diversity managers / leads in Trusts in the Northwest

If you have any Trust support group meetings planned in the North West - or any other events - please let me know and I'll do my best to attend them.

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Wales Round Up:

By **Amanda Watts**, LAGIP Vice Chair

Since the last newsletter I've joined Unison, I've been meaning to join for a few years or so, not quite sure why it's taken me so long! On the positive side I've been in contact with Lynne and Steph from the Wales region and have been invited to attend the Wales Unison LGB&T regional meeting in Mid Wales (Llandrindod) on Saturday 5th June.

I also contacted Carola Towle who is Unison's National Officer for LGB&T Equality to propose greater working together between LAGIP and Unison.

I recently met with Jan Warner from Rainbow Network to discuss the forthcoming Cardiff Mardi Gras (due in September) and how we will be working together with GALIPS to promote our three staff associations and the work that we do. More news on this in the next newsletter.

Last month I also attended the BiFest Wales (Bi Cymru/Wales) 2010 day conference with Jan Warner. The workshops included:

All about Bisexuality, Community Interaction, Finding the bisexual community in Wales and the UK, Relationship Styles, Living as bi in a gay and straight world, Bisexual issues in the workplace, Representations of bisexuality in the media, The Gender Fluidity Project (run by the LGB&T Excellence Centre, Wales), and lastly Biphobic hate crime. If anyone would like further information about the workshops or would like to discuss any bisexual issues then please feel free to contact me or raise a topic for discussion on the LAGIP website.



Finally I was invited by the Welsh Assembly Government to attend their screening of "FIT" on 17th May which was IDAHO (International Day Against Homophobia). The feature film is an adaptation of Stonewall's highly successful play for schools aimed at tackling homophobic bullying and it was absolutely brilliant.

Some useful contacts: www.BiCymru.btik.com; www.bi.org; www.main.bisexual.com. For information on the annual bisexual conference in London this summer please contact www.bicon.org.uk.

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Following up on feedback from this year's Learning at Work Week, Louise Chambers and I will consider how the Rainbow Network might build on these workshops to provide a series of 'LGB&T for Beginners' sessions. We may even look at 'LBGT - Intermediate', if time allows. Any suggestions for topics that would interest both network members (including those of LAGIP and GALIPS) would be gratefully received.

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Staff Association News

Rainbow Network Round Up:

By **Chris Park**, Network Adviser



This week at MoJ HQ saw Learning at Work Week, an annual opportunity for various groups to run short seminars or workshops on subjects dear to their hearts. The idea behind this is to give staff access to 'taster' sessions of subjects they might not otherwise consider investigating.

The Rainbow Network has a long tradition (well, almost 10 years) of taking part in this. Our first foray involved a workshop called 'Queer Thinking for Straight People'. You can imagine that the title alone caused a few comments. But its premise of taking heterosexuals through the coming out process to give them an insight as to why it's such a big deal for LGB&T people got a lot of very positive feedback from the delegates. And on a number of occasions, it empowered one of those delegates to come out and let the world know that they were not heterosexual after all.

This year we set up three seminars: *LGBT in Justice*, *Trans 101* and *Bisexuality in the workplace*. The first traces the development of legislation affecting LGB&T people from the 16th century to the present day, the second covers the impact of terminology and stereotyping of Trans people and the third looks at how bisexual staff feel about the workplace (generally, unhappy).

I'm glad to say that the first two had a reasonably healthy uptake and ran successfully. However, the last workshop, which feels most 'cutting edge' (building as it does on the recent research by Stonewall and on figures from the last two MoJ Staff Engagement Surveys) prompted little interest, with only two people asking for a place on it. I didn't run that as a workshop, but as a chat with the two delegates. That gave us the chance to explore some of the themes in greater depth - but also to get side-tracked once or twice.

Union News

Proud To Be Union

By **Carola Towle**, UNISON

LGBT members have been blazing a trail in UNISON, the UK's biggest public service union, for the past four decades. It all started when one man realised he couldn't be the only gay in the union and wrote a letter to the union newspaper, asking if there was anyone else out there. There's been a fair few twists and turns since then, but we now have a lively network of LGBT activists across the UK. We also have the weight of the rulebook behind us, and the right to organise and agree policy as an LGBT group, locally, regionally and nationally.

We produce a wide range of advice and information for LGBT members and the reps who support them. We defend LGBT anti-discrimination rights. But we want more than that. We lobbied hard for what is now the 2010 Equality Act and are determined that the duty on public bodies to promote equality will make a real difference.

We campaign for LGBT rights across the world –using our influence in the global labour movement to make clear that LGBT rights are human rights and trade union issues.

Equality within our LGBT group is important to us. We have confidential networks for black LGBT members, disabled LGBT members, bi members and trans members. These groups have national network meetings in July and September – details are on our website www.unison.org.uk/out.

We have an annual LGBT conference - last year's was attended by over 400 members. The conference debates motions and receives the national LGBT committee's annual report, but also includes informal discussion groups,



side meetings and, as you can imagine, a fair bit of networking.

UNISON has over 5,000 probation members including case administrators, managers, cleaners, cooks, probation service officers, hostel staff, unpaid work staff, victim liaison officers and others. In London, Birmingham and in the North West, members belong to dedicated UNISON probation branches. Elsewhere, they join their local UNISON county or metropolitan branch. We want to set up more dedicated probation branches, to meet local demand.

We work closely with our sister union NAPO. Quite a few probation staff have membership of both unions. UNISON's LGBT group has been pleased to participate in three of the last four LAGIP conferences and welcomes the opportunity to work together in the future.

You can join UNISON at www.unison.org.uk/join and read our advice and information on LGBT equality at www.unison.org.uk/out. Registration for this year's national LGBT conference, which takes place in Bristol on 19-21 November, opens soon.

Carola Towle is UNISON's national officer for LGBT equality. She is based at UNISON 1 Mabledon Place, London WC1H 9AJ. To find out more, contact out@unison.co.uk.

LGB&T In The News

- ▶ David Laws resigns as Chief Secretary to the Treasury after revelations he claimed £40,000 in rent to be paid to his partner, contrary to Parliamentary rules
- ▶ A gay couple sentenced to 14 years hard labour after conducting an illegal marriage have been freed and pardoned by the President of Malawi.
- ▶ The London Borough of Camden has got its first gay mayor and mayoress
- ▶ The US House of Representatives has approved the proposal to overturn a law banning openly LGB people from serving in the military
- ▶ Popular travel website www.experia.co.uk has added an LGB&T filter to their online booking system to make it easier to find welcoming places to holiday