

## UCU NEC by-election for LGBT members representative

# VOTE FOR HOWARD MILES

**This by-election is open to all UCU members in all sectors. I urge you to exercise your right to vote and to vote for me. This is why:**



## Issues

Management bullying and the misconceived stampede towards marketisation in education often mean Equality concerns get sidelined and training gets junked. This affects everyone.

The struggle for LGBT rights must mean the robust defence of victimised and bullied individual members but must also mean fighting for better and more consistent FE and HE funding against government enthusiasm for wars and welfare cuts. It must mean resisting short-term market measures and the drive towards privatisation in post-16 education.

● To resist these attacks UCU needs a robust voice on the NEC promoting LGBT rights and liberation in the context of defending educational principles. I believe I can be such a voice.

Despite recent advances in legislation and rights at work affecting LGBT

people, homophobic and transphobic attitudes and behaviour persist in education.

● All of us, LGBT and straight alike, are affected by this, although in different ways. This is one reason why all UCU members should exercise our right to vote in this election.

Teachers and lecturers often lack confidence to tackle homophobic bullying and harassment directly, but it can blight the lives of those affected. I want to enhance UCU's good reputation on Equality issues generally and tackle homophobia and transphobia through empowering reps, educating members and tackling employers' failures in duty of care to staff and students.

● Where employers fail we must pressure them through collective action. A public sector duty on sexual orientation would add strength to our side and UCU must also continue to campaign for this.

Finally, members with LGBT concerns must feel confident to approach branch reps and the national union and be assured of prompt support and action. I want to ensure this really happens and that effective LGBT Equality structures, training and resources are in place.

**For all these reasons I ask you to vote for me in this election.**

butter' issues of pay and conditions and fighting over Equality issues as being of a piece.

● Currently I serve on the NEC as an FE rep for the North East Region. I sit on the NEC's Equality Committee as an LGBT member and serve on the LGBT Standing Committee. I am also involved in the TUC LGBT Oral History Project.

For several years I have been a delegate to the TUC LGBT Conference. I have helped initiate LGBT History Month events at my college.

I see part of my role on the NEC, if elected, as helping to develop LGBT History Month much more widely in UCU.

"HOWARD HAS made a significant difference to the work of the union in relation to LGBT issues. Over many years he has helped to provide a clear focus on Trans issues and worked generally in the field of equality. In the current climate where legislation for LGBT but in particular Trans people has fallen behind that of other groups there is a lot of work to be done, in my view Howard is best placed to be able to advise the union on that work."

### Maire Daley

NEC Women's Rep. (pc)

"HOWARD HAS led from the front to build the accountability of NEC reps and has vigorously fought for effective anti-bullying and harassment strategies in our union. He has also been a passionate campaigner over many years for all equality issues, particularly for LGBT rights."

### Réshad Suffee,

Chair - Leeds Dispersed Branch,  
Secretary - Further Education Committee, Yorkshire and Humberside Regional Council,  
and member UCU LGBT Standing Committee (pc)

"HOWARD HAS worked tirelessly to promote the interests of our LGBT members. He has made valuable contributions to the work of the Equality Committee. He would make an excellent champion for LGBT members, ensuring that LGBT issues are given a high profile"

### Angie McConnell,

Chair, Equality Committee, NEC (pc)

I HAVE known Howard for nearly 8 years. He is a dedicated, hard working trade unionist and an active campaigner on equality issues. Howard has always supported disabled members and has been a true ally in our struggle for civil rights.

### Sasha Callaghan,

UCU Vice President (pc)

"I WARMLY endorse Howard's nomination: we have worked together since the days of the NATHE equality advisory committee and I have no doubt that he will continue to campaign for equality for all in the workplace. Please vote for him."

### Maeve Landman,

NEC and Equality Committee (pc)

"TOGETHER HOWARD and I initiated a branch Equality Group at Bradford College, one of the very largest colleges in the country, and we have set up events for LGBT History Month here. Through working closely with him I know that Howard will strive to promote the interests of LGBT members in the union."

### Umit Yildiz,

Equality Officer, Bradford College (pc).

### I HAVE ALSO BEEN ENDORSED BY:

- Bradford College branch
- Oxford Churwell
- Greenwich College Branch Committee
- Lambeth College Branch Committee
- Barnsley College UCU Executive
- Manchester Metropolitan University UCU

## About me

● I have been an activist in Natfhe/UCU since 1979 and have held various Branch and Regional officer posts including Regional LGBT rep. My current roles include being section rep for a mixed HE/FE site at Bradford College. I deal with bullying and workload issues on a daily basis.

● As an anti-war activist, anti-racist and socialist UCU Left supporter, I believe Equality issues are absolutely integral to our working conditions and our relations with employers, colleagues and students.

Since coming out as Trans at a Natfhe Annual Conference a few years ago I have become increasingly involved as an LGBT member and see fighting over 'bread and