

1	Title	Lesbian Gay Bisexual and Transgender (LGBT) Joint Service Conference 9 -10 Oct 08
2	Audience	All Service personnel
3	Applies	Immediately
4	Expires	11 Oct 08
5	Replaces	NA
6	Reference	(completed by DE&S Graphics and Photography)
7	Released	(completed by DE&S Graphics and Photography)
8	Channel	01 – Personnel
9	Subject	Lesbian, Gay, Bi-sexual and Transgender (LGBT) Joint Service Conference
10	Content	LGBT Joint Service Conference 9 - 10 Oct 08; explaining the event, content and how to attend.
11	Sponsor	Employment Branch, Directorate of Manning (Army)
12	Contact	Lt Col CA Bulleid, SO1 Diversity, Empl Br, DM(A) on 94344 5350 or 01980 615350
13	Keywords	Lesbian, Gay, Bi-sexual and Transgender (LGBT)
14	Related information	
15	Classification	UNCLASSIFIED

Introduction

1. The purpose of this DIN is to inform all personnel about the Joint Service LGBT Conference that will take place over the period 9 – 10 Oct 08 in the Union Jack Club, Waterloo, starting at 1000hrs. The conference is open to all military personnel, and MOD Civil Servants by invitation, and attendance from the LGBT junior ranks/ratings is particularly encouraged. .

Background

2. The Conference was set up to provide a channel for LGBT staff to discuss issues of interest that affect their employment and ability to be productive as members of staff and to update personnel on developments in the Services' diversity programmes via presentation as presentations and workshops. The Conference will convene at 10.00 on Thu 9 Oct and disperse mid-afternoon of Fri 10 Oct 08

Programme

2. The programme is still in draft; however it will cover the following areas:
 - a. **Opening Address.** An opening address by a senior Army Officer (yet to be confirmed) about the importance of Equality and Diversity.
 - b. **Policy.** An update on Personnel policy focusing on E&D in the Services.
 - c. **Harassment and the complaints procedure.** Update on current Armed Forces complaints procedures relevant to sexual orientation harassment issues.
 - d. **Diversity Champions.** An update on the relationship between Stonewall and the 3 Services. Stonewall's Diversity Champions Programme benchmarking process explained and a progress report on the single Services.
 - e. **Community Focus Updates.** Views from the LGBT community in the RN/RM, Army, RAF, Reservists and MOD Civil Service.
 - f. **Transsexuals/Transgender Issues.** Raising awareness of transsexual/transgender matters.
 - g. **Experience from the Armed Forces of another Nation.** A guest speaker from a member of the Armed Forces of another NATO nation talking about LGBT issues in that country.
 - h. **Police issues.** Briefings from the Service Police and a civilian Police force on LGBT issues and the work of LGBT community liaison officers.
 - i. **Single Service Workshops.** Single Service workshop and feedback sessions, allowing serving personnel and other attendees to discuss LGBT issues with their E&D policy staffs and provide input to developing policy and practice.
3. In addition to the Conference sessions set out above, there will be a relaxed informal all-ranks buffet dinner on Thursday with a guest speaker. Details of any associated informal nights out will be outlined to delegates at the time of confirmation of their attendance.
4. All personnel applying to attend should come prepared for discussion as the conference is designed to help improve an understanding and inform policies affecting all Service personnel. A willingness to participate in discussion groups is expected.

Attendance

5. Attendance is welcomed from all personnel in the Armed Forces (regular and reserve) and in particular, junior ranks and ratings. In view of the numbers anticipated, early return of application forms (at Annex A) to the organisers would be appreciated. Partners of serving personnel may attend and participate in the proceedings but priority will be afforded to serving personnel. In the event of the Conference being oversubscribed the organisers will decide on a final allocation of places and notify all applicants no later than 22 Sep 08.

6. Joining instructions (including directions) for delegates will be sent to the address provided on the application from September onwards. These instructions will not include a list of attendees.

Costs, Travel and Subsistence, Accommodation

7. The Conference has been given the full support of CGS, and Single Service Equality and Diversity staff. Unit travel budgets may therefore be used to facilitate attendance at this event. Personnel unwilling to approach their immediate chain of command should consult an appropriate unit EDA to investigate alternative approval mechanisms. If personnel do not wish to notify their chain of command of their attendance they are still welcome to attend but there will not be any effective means of processing a travel claim.

8. A cheque to the value of £10 for service personnel and £15 for civilian partners should accompany the application as payment to cover the evening social buffet and refreshments. This buffet is an important networking and feedback opportunity. Where both partners are serving personnel, the form should be annotated accordingly and both individuals will pay the lower charge. Cheques should be made payable to: 'Central Bank Upavon Support Unit'. In the unlikely event that there are funds left over after the buffet meal has been paid for, the surplus will be put towards the cost of the lunch.

9. Delegates planning to attend the conference should reserve accommodation early; suggestions are The Union Jack Club, which is hosting the event and the Victory Services Club. Both are all-ranks clubs for the Armed Forces in central London and represent excellent value; each has its own web site.

Confidentiality

10. The event will be attended by individuals who are out in their workplaces and also by personnel who are not openly out. Indeed, not all delegates will be gay as the Conference is open to all personnel. The organisers will make no assumptions as to the sexual orientation of any delegate and strongly encourage other delegates to do likewise. Attendees will therefore be required to respect confidentiality and act at all times in keeping with the spirit of the Armed Forces Code of Social Conduct.

11. All applications will be handled in the strictest of confidence. Applicants' forms and cheques from unsuccessful applicants will be shredded on conclusion of the conference.

Dress

12. The dress code for the event is smart casual civilian clothing, however this is a duty event and ripped / scruffy jeans or other overly casual clothing is not appropriate.

Further Details and Suggestions for Agenda Items

13. Personnel interested in attending but requiring further information may contact the event co-ordinators through any of the following channels, listed in descending order of preference:

- a. **Proud2Serve.net** is the well-established serving LGBT community communications channel and will be used to provide regular updates on the Conference's arrangements and agenda. A dedicated topic on the public forum has been added at: <http://proud2serve.net/>

<http://proud2serve.net/public/viewtopic.php?p=12684>

- b. **Email:** conference2008@hotmail.com
This e-mail account is only accessed by the conference organisers.

- c. **Post.** 2008 Conference
c/o Sgt P Lyons
G1
HQ 1 (UK) Armd Div
BFPO 15

If you do not wish to identify yourself in your letter please provide an e-mail address or mobile number for reply.

- d. **Telephone.** Army Project Officer, SO1 Diversity, Lt Col CA Bulleid at Employment Branch, DM(A), Upavon, on 94344 5350 or 01980 615338

ANNEX A TO 2008 DIN??-???

**FOURTH JOINT SERVICE CONFERENCE ON LESBIAN, GAY, BISEXUAL AND
TRANSSEXUAL MATTERS, UNION JACK CLUB, LONDON, 9 – 10 OCT 08**

APPLICATION FOR ATTENDANCE – SERVICE PERSONNEL

Items marked * are optional but may assist the conference organisers to keep you informed.
These details will not be disclosed to other participants.

NAME _____

RANK/RATE _____

SERVICE NUMBER _____

DATE OF BIRTH _____

UNIT/ESTABLISHMENT _____

***Email Address** _____

***Phone Number** on which
you may be contacted to
discuss the Conference _____

Signed: _____ **Dated:** _____

If your partner wishes to attend:

NAME _____

My partner is partner a serving member of HM FORCES: Yes / No

If 'Yes', enter their details below and they will be charged at the serving personnel rate. If 'No' they will be placed on the reserve list and informed no later than 22 Sep 08.

NAME _____

RANK/RATE _____

SERVICE NUMBER _____

DATE OF BIRTH _____

UNIT/ESTABLISHMENT _____

/continued->

I enclose a cheque for:

One serviceman/woman	£10
One serviceman/woman and civilian partner	£25
A serving couple	£20

made payable to 'Central Bank Upavon Support Unit'.

Once completed, return this form to:

2008 Conference
c/o Sgt P Lyons
G1
HQ 1 (UK) Armd Div
BFPO 15

or e-mail: conference2008@hotmail.com

However you will only be allocated a confirmed place once your cheque has been received.

All applications will be treated in strictest confidence and no names of personnel applying to attend will be released to any unit chain of command.