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# 1

## UNISON courses to tackle racism

Here are some courses to help get your branch started with the work on challenging racism. If your branch is interested in nominating anyone for any of these courses, please email [j.tennison@unison.co.uk](mailto:j.tennison@unison.co.uk) for more information

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### Challenging racism in the workplace

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#### Course aims

- ▷ To raise your awareness of the opportunities equality law provides to identify institutional racism and ensure that the issues are dealt with
- ▷ To improve your knowledge of the tools you can use to engage with your employer on tackling race discrimination
- ▷ To explore how an organising approach can be taken to tackling racism in the workplace
- ▷ To build confidence in negotiating with employers and anticipating any challenges
- ▷ To develop a realistic action plan for the branch
- ▷ This would be aimed mainly at activists and anyone wanting to put it on should speak to both LAOS and their regional education team

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#### Who is it for

This would be aimed mainly at activists and anyone wanting to put it on should speak to both LAOS and their regional education team

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#### Timescale

Four webinar events, each lasting one and a half hours

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### Difficult Conversations – A Hope not Hate Workshop

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#### Course aims

- ▷ This session offers effective methods for changing the minds of people who have deeply-held, irrational views that are racist or xenophobic, without relying on “myth-busting” techniques
- ▷ It explores practices that seek to understand people’s perspectives, rather than focus on their objectionable conclusions

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#### Who is it for

This will be aimed mainly at activists and members

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#### Timescale

Lasts 90 minutes

**RACE FOR  
EQUALITY**

**UNISON**  
*the public service union*

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## 2

### UNISON courses to tackle racism

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#### WRES – an outline introductory workshop

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##### Course aims

- ▷ To introduce activists to the Workforce Race Equality Standard (WRES)
- ▷ To help activists to understand how to read the WRES data
- ▷ To help branches to use the information provided by WRES data to develop a strategy

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##### Who is it for

Activists in branches

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##### Timescale

Two hours

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#### Difficult Conversations – A Hope not Hate Workshop

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##### Course aims

- ▷ To develop an understanding of the Protocol and the role branches play
- ▷ The overview should also include a discussion regarding how a branch might organise collectively around patterns identified. If there are any regional examples of organising or campaigning against racism, it would be useful to introduce those

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##### Who is it for

This workshop is aimed at Branch Officers, Stewards and H&S reps

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##### Timescale

Two hours

**RACE FOR  
EQUALITY**

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