

2022 National Black Members' Conference UNISON FINAL AGENDA

ACC Liverpool

21 Jan 2022-23 Jan 2022

Negotiating

1. Having that uncomfortable conversation about racism in the workplace

Following the murder of George Floyd and the continued examples of institutional racism we wanted to do something tangible, to address the issues being faced daily by Black Members in the East Midlands.

Between May to June 2020 the East Midlands Regional Black Members Committee (RBMC) Co Chairs and the sole Black Deputy Convenor, worked with the Secretary to the RBMC to design a range of questions for an online survey on racism in the workplaces across the East Midlands.

The Region sent out the online survey to all branches in our region and the results in raw data form came in July 2020.

In April 2021 we invited our new General Secretary Christina McAnea to attend our Regional Black Members Committee meeting, at that meeting we discussed our 'having that uncomfortable conversation about racism in the workplace campaign', Christina and our Regional Secretary Chris Jenkinson both gave us their 100% support.

We believe that it's time that our union identifies more accurately what it's like for us as Black Members in our workplaces.

- 1) We want the NBMC to request that all RBMCs, are made aware of the campaign by the East Midlands RBMC and ask them to undertake an online racism in the workplace survey.
- 2) We request that the NBMC produces a report based on the findings of each regional survey, this should be sent out prior to the 2023 National Black Members Conference.

Please support our motion, solidarity always as we already know that Black Lives Matters.

East Midlands Region

1.1

Delete bullet point 1 replace with new bullet point 1:

'We want the NBMC to request that all RBMC's, are made aware of the campaign by the East Midlands RBMC and ask that the East Midlands provide the guidance to the online racism survey they produced for RBMC's to adapt and undertake an online racism in the workplace survey

2022 National Black Members' Conference

UNISON FINAL AGENDA

Delete bullet point 2 replace with new bullet point 2

The NBMC to request from each RBMC to produce a report based on the findings of each regional survey and update this in the 2023 National Black Members Conference Annual Report.

New bullets point 3

The NBMC to commence with further joint work with each RBMC through the National rep's following the 2023 conference and taking any campaign forward.

National Black Members' Committee

2. Disproportionate Death and Increased levels of sickness due to covid-

This Conference notes:

- 1) "In UNISON, 'Black' – with a capital B – is used to indicate people with a shared history. 'Black' is used in a broad political and inclusive sense to describe people in the UK who have suffered from colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society".
- 2) The Covid-19 pandemic has led to starkly disproportionate Black Deaths. This and the inspiring Black Lives Matter movement in the wake of the racist murder of George Floyd by police, has exposed on a mass scale the deeply institutionalised racism in society. Meanwhile Johnson's Government have turned to an intensification of the racist scapegoating of refugees and migrants.
- 3) Trade unions are critical in organising the mass anti-racist movement we need to challenge every instance of racism, Islamophobia and anti-Semitism, and opposing the threat posed by divisive racists in our communities and workplaces, the far right and fascism.

This Conference believes:

- i) Black lives matter and we as trade unionists must fight to eradicate racism in the workplace and our communities.
- ii) That the disproportionate deaths of Black workers by COVID 19 is driven by institutional racism in the workplace that results in them more often being in low paid and casualised work, more likely to be in frontline job roles, under employed but more likely to be subject to grievance and disciplinary procedures, not reflected in management structures. The horrific murder of George Floyd and the subsequent ongoing Black Lives Matters movement is an impetus to achieve real change.

Conference calls on the NBMC to campaign to:

2022 National Black Members' Conference UNISON FINAL AGENDA

- a) Ensure that, as a matter of urgency, at every level of the union, demands are made upon employers, with the direct involvement of Black members on negotiating teams, to:
 - I. Provide resources and support for Black workers to ensure health and safety; this should be included in service wide and individual Risk Assessments which cover a variety of options to support their physical as well as mental health well-being.
 - II. Ensure strong equality, diversity and dignity policies, including zero tolerance for racism and all forms of discrimination. Black Workers should be able to report internally to their employer and be offered support. This should be monitored and addressed as part of collective bargaining structures between our union and employers. Employers must make it clear that they will support all staff who raise concerns about racism (and other forms of discrimination) and act to protect staff who are subject to racial abuse.
 - III. Publish data on Black Workers Pay (Race Equality), statistics on recruitment, promotion and dismissal; set aspirational targets for diversity at their organisation to at least reflect the community it serves and measure progress against those targets annually.
 - IV. Address the under employment of Black staff across all service groups. Initiatives should be taken and monitored through collective bargaining structures between our union and the education sector.
 - V. Address the often-high turnover of Black staff across all service groups, as well as not proportionately employed in management structures.
- b) Support the TUC's call for a judge-led public inquiry and the Stand up to Racism petition into the disproportionate impact of the coronavirus; The recording of the ethnic background of all Covid-19 patients is recommended by the British Medical Association.
- c) Continue to support both physical and virtual events organised by Stand up to Racism, Show Racism the Red card and Unite against Fascism. Organise to oppose the growing threat of racism, Islamophobia and anti-Semitism from the Government's hostile environment and far right and fascist organisations.
- d) Organise Forums with the above organisations, bringing activists from UNISON together with all affiliated trade unions to develop, organise and share best practice in challenging discrimination.
- e) Support Branches to develop Black Members Self-Organised Groups that can allow Black members to share, support and develop responses
- f) Work with Regional Black Member Committees (RBMC) & Learning and Organising Services (LAOS) to ensure that all training programmes and initiatives are promoted to Black members, encourage Black Women, Black Young Members and Black members with more than one protected

2022 National Black Members' Conference UNISON FINAL AGENDA

characteristic to participate in leadership programmes and that equality data on all courses is monitored and reviewed regularly.

- g) Undertake further consultation with RBMCs and branches to consider further survey Black members around their work on the inclusion and participation of Black members in lay democratic structures, member development and capacity-building.
- h) Ensure that any member triggering the Race Discrimination Protocol (RDP) is offered the additional support of their Regional Black Members Committee and that implementation of the RDP is reviewed annually with the involvement of the Regional Black Members Committee.

North West Region

2.1

Delete existing point h)

and replace with:

That implementation of the RDP is reviewed annually at the RBM AGM with the involvement of the Regional Black Members Committee and a representative from Thompsons Solicitors.

East Midlands Region

2.2

Bullet point a) Delete and re-write

'Ensure the resources and guidance produced by UNISON on the impact of Covid on Black members, health & safety, risk assessments continue to be shared, updated and made available to representatives and activist service wide to support their physical and mental health well-being.

Bullet point h)

Delete second 'is'

Insert after RDP 'continues to be'

National Black Members' Committee

3. Covid and Black disabled workers – learning the lessons for the recovery

Conference notes that Black people were four times more likely to die of COVID-19 than white people while almost 60% of deaths were of disabled people.

The myth that COVID doesn't discriminate has been unmasked. Black and disabled

2022 National Black Members' Conference UNISON FINAL AGENDA

people were hit the hardest and we continue to be disproportionately impacted as we hopefully come out of the pandemic. 'Long Covid' has impacted upon existing conditions and triggered new conditions for many

Many Black workers were too low paid to qualify for statutory sick pay and continued to have to come to work when they needed to self-isolate. For many homeworking is a fanciful dream, whilst living at work is the daily reality.

Disabled people are already facing significantly higher levels of redundancy than non-disabled people and the disability pay gap has worsened since the pandemic started.

The homeworking revolution that many of us have enjoyed has by-passed those Black workers who are more likely to work in low paid, front line and zero hours jobs, with no access to redeployment to jobs that could be done from home.

Conference therefore calls on the National Black Members Committee to:

- 1) Work with the service groups to negotiate with employers to include front line workers in homeworking policies, with redeployment an option for those who want it
- 2) Campaign for an increase in the level and extent of sick pay so that low paid Black workers don't disproportionately lose out
- 3) Work with other Self Organised Groups, the NEC and the Labour Link to develop a broad-based campaigning and bargaining response to learn the lessons of the impact of Covid-19 on Black disabled workers.

National Disabled Members Committee

4. Black Women and Sickness Monitoring for COVID-19

Conference is aware that Black women are one of the most vulnerable groups affected by Covid 19 and are more likely to die from Covid 19 or develop long Covid. Public Health England (PHE) research states that "the emerging evidence suggests excess mortality due to COVID-19 is higher in (Black) populations". This in part is reflected in the fact that 6.1% of NHS workers are Black/Black British despite making up only 3.4% of the working age population.

It is well documented that many women from the Windrush generation came to the UK in the 1950's and 1960's to work in the NHS, and the Race Disparity Unit (RDU) concluded that "(Black) women are over-represented in health and social care services in 2020". There is a growing body of evidence which suggests that both ethnicity and income inequality are independently associated with COVID-19 illness. This is clearly the case for Black women who are more likely to work in occupations with a higher risk of COVID-19 exposure and are also more likely to use public transportation to travel to their essential work.

As a consequence, these working Black women may also find themselves being further penalised at work for their Covid related illness where sickness absence related to COVID-19 is counted for the purposes of any sickness absence triggers or

2022 National Black Members' Conference UNISON FINAL AGENDA

sickness absence management policies.

Conference considers that employers should be encouraged to exercise the maximum amount of flexibility and discretion in relation to leave policies such as special leave, carers' leave and bereavement leave recognising the exceptional circumstances of the pandemic. They should be as supportive and flexible as possible in relation to Covid related absences.

Conference calls on NBMC to work with NWC, the NEC and Labour Link to develop bargaining strategies that deliver: :

- 1) Employer's sickness policies that ensure that absence related to Covid -19 is not counted for the purpose of sickness absence triggers or sickness absence management policies
- 2) Employer's policies that recognise the particular impact of Covid-19 on Black women and which enable Black Women who are absent due to Covid -19 to receive their full wage for the duration of their absence.

National Women's Committee

4.1

Add New Point 3

3) All Recruitment Agencies used by all types of employers amend and adopt policies that recognise the particular impact of Covid-19 on Black women and which enable Black Women, who are absent due to Covid -19 and have any long Covid symptoms are able to receive their full wage for the duration of their absence.

East Midlands Region

Organising and Recruiting

5. Racism

Racism is a destructive act. It disables people by decreasing their individuality. It threatens community unity and creates separation in society. It is the opposite of the democratic principles of equal opportunity and the right of all people to be judged fairly.

Racism has its roots in the belief that some people are better because they belong to a race, ethnic or national group. Racist attitudes and beliefs engender false impressions about people based on their race and are often formed because of a fear of difference, including differences in customs, values, religion, physical appearance and ways of living and viewing the world.

Racism includes negative attitudes towards the use of different languages, 'foreign' accents or the use of non-standard variations of a dominant community language.

2022 National Black Members' Conference UNISON FINAL AGENDA

Examples of racist actions include ridicule, racist abuse, property damage, racial harassment, racist propaganda, racial slander, and physical assault. Racism also includes practices that exploit people or exclude members of groups from participating in the society in which they live. Extreme examples of racist behaviour include ethnic cleansing and genocide.

Overt racism is the unfair or unequal handling of a person or a group on racial grounds. It involves conscious and deliberate acts of intolerance and hatred perpetrated by individuals or groups. Overt racist beliefs, attitudes and practices are expressed or shown publicly or in an obvious way. An example of overt racism would be an employer who would purposely not hire someone based on their cultural or linguistic background. This type of discrimination is typically premeditated.

Covert racism expresses racist ideas, attitudes, or beliefs in subtle, hidden, or secret forms. Often unchallenged, this type of racism does not appear to be racist because it is indirect behaviour. Examples of covert racism include avoiding people on the street or not interacting with them publicly because of their race and the denial of public benefits on the grounds of race; for example informal exclusion of people of certain cultural backgrounds from public places such as night clubs or hotels. Covert racism is the most common form of racism in our society today as overt racism is against the law and considered 'politically incorrect'.

Conference it is now 2022 we are in the 21st century and Racism is still an issue in our lives at work, and in our communities.

Conference we call upon NBMC to

- 1) Work with NEC and Service Group Executive (SGE) and SOG Groups and Regions and Branches to challenge Racist acts against our members.
- 2) Work with Learning and Organising Services (LAOS) to promote and deliver Anti-Racism training and Equalities Training to equip our stewards to challenge all forms of racism and discrimination in our workplaces and communities.
- 3) Work alongside UNISON's affiliated Anti-Racist groups and promote this Nationally on the UNISON website, and promote as an article in the Black Action Magazine

City of Wolverhampton Local Government

6. Branch Mentoring

Conference reaffirms that Black members and activists need good mentoring opportunities. It is clear that not all branches are able to provide this.

Conference celebrates the leadership of Black branch officers, workplace representatives and health & safety representatives in our union. We at times somehow do not consider our greatest resource – our Black members – to assist in growing our union. We believe others can learn and grow if they share their knowledge and experience.

2022 National Black Members' Conference UNISON FINAL AGENDA

Conference believes there should be a developmental training package for aspiring Black activists and leaders who are backed by regional and national resources. This program could help Black members aspire to educate and inform their own and other branches as to the roots of trade unionism and the push for equality and fairness within the workplace.

Conference instructs the National Black Members Committee to liaise with UNISON's Learning & Organising Services and develop a mentoring programme led by Black activists that will support new Black activists and those Black members who are not yet active.

Eastern Region

7. Fair Representation for Black Members in Branches

Conference recalls the UNISON rule book that stipulates one of the aims of our union is to "promote fair representation in all the Union's structures for women, members of all grades, Black members, disabled members and lesbian, gay, bisexual and transgender plus (LGBT+) members."

With reference to senior branch posts (Branch Secretary, Branch Chair and Treasurer), not enough has been done to ensure that the principle of fair representation for Black members has been enacted. Too many branches with a substantial proportion of Black members do not have Black activists in leadership positions – even when there are activists interested in these positions.

Conference instructs the National Black Members Committee to:

- 1) Write to all branches asking them to encourage all branch officers and activists have their ethnicity recorded on RMS
- 2) Request information on the recorded ethnicity for activists elected into the Secretary, Chair and Treasurer posts and report the anonymised figures for the union as a whole in the NBMC annual report every year.
- 3) Develop an action plan aimed at increasing the number of Black activists in these three positions. Branches should be asked for their ideas on what more can be done to promote our principles of fair representation and to ensure that the Black Lives Matter principles are carried forward within our union as well as our members' employers.
- 4) Consider if any changes are needed to the UNISON Rule Book and report its conclusions to the 2023 National Black Members Conference. If any changes are needed then these should be proposed at that conference so they can be submitted to the agenda of the 2023 National Delegate Conference from our Black Members Self Organised Group.

Eastern Region

7.1

Amend first sentence of 2nd paragraph, add and Convenor after Treasurer:

Add and Convenor in Point 2 after Treasurer:

2022 National Black Members' Conference UNISON FINAL AGENDA

2) Request information on the recorded ethnicity for activists elected into the Secretary, Chair, Treasurer and Convenor

East Midlands Region

8. Supporting Black Members in race discrimination cases by branches using UNISON'S Race Discrimination Protocol (RDP) effectively

We believe that not all Black Members with race discrimination cases are getting the best support from UNISON's Race Discrimination Protocol (RDP).

We want to know how many Regional Black Members AGM's review annually their region's use of the Race Discrimination Protocol (RDP) and also how well the Branches review the use of the RDP at Branch Committee meetings.

- 1) We want the NBMC to request ethnicity breakdown from all regions of race discrimination cases between Jan 2020 to September 2021 in order to gain a true picture of the extent of race discrimination cases.
- 2) We also ask that the NBMC work with the NEC and other National Committees to encourage Branches to review the use of the RDP at monthly or quarterly Branch Committee and Branch Executive Meetings.

Please support our motion, solidarity always as we already know that Black Lives Matter.

East Midlands Region

9. Supporting Black Members Self Organisation (SOG) Campaigning Development

UNISON needs the National Black Members Committee (NBMC) to be proactively asking the new NEC leadership and our new General Secretary, to ensure that challenging racism in all workplaces become core values so that UNISON becomes a stronger trade union in workplaces.

Branches must encourage, mentor and support Black Members to play an active role within the lay democracy decision-making processes of UNISON.

Black Members in all Branches must be trained and empowered to become central at all organising and campaigning levels to UNISON's work, in resisting the British Government's "hostile environment" which perpetuates a false racist perspective about migrants, asylum seekers and Black workers and ultimately seeks to divide our communities.

We also need to raise awareness of UNISON's Race Discrimination Protocol as part of UNISON's commitment to both challenging discrimination in the work place, and also scrutinizing how effectively Branches and Thompsons work together to support Black Members Race Discrimination complaints.

This East Midlands Regional Black Members Committee (RBMC) "having the uncomfortable conversation about racism in the workplace" campaign, can also be

2022 National Black Members' Conference UNISON FINAL AGENDA

used to identify with Branch Leadership any potential employers who they need to focus their collective bargaining on race with, and also ensuring the Branch consults with their Branch Black Members about doing Equality Impact Assessments in the workplace.

This essential campaign will also support Branch and Regional work that will assist with improving the diversity of our union's regional workforce.

We ask that the NBMC support our motion:

- 1) The NBMC must support their NEC Black Members reps to ask the NEC to recommend that the East Midlands Regional Black Members Committee (RBMC) "having the uncomfortable conversation about racism in the workplace" campaign, be implemented across other regions.
- 2) The NBMC Regional Reps should work with Regional Convener Groups to seek their agreement that they will encourage all Branches to proactively engage with their Branch Black Members SOG's.
- 3) The NBMC should request a quarterly breakdown of all Race Discrimination Cases and report back to each National Black Members Conference.

Please support our motion, thanks.

East Midlands Region

10. National Executive & Rule Book Commitment to Fair Representation

The UNISON rule book that stipulates one of the aims of our union is to "promote fair representation in all the Union's structures for women, members of all grades, Black members, disabled members and lesbian, gay, bisexual and transgender plus (LGBT+) members."

As a movement built on the values of solidarity and collectivism, we know just how important it is to defeat the tendencies that divide people. It is why we in the trade union movement have a special responsibility to tackle discrimination. We know that unless we do so our objective to organise and unite all working people becomes more difficult.

UNISON has a long and proud tradition of tackling discrimination in the workplace and more broadly in society. We were the Union that championed self-organisation, proportionality, and fair representation, to guarantee through our rule book a union that reflects the diversity of its membership.

We have long campaigned for a fair, equal and just society. By embracing progressive ideals, changing our own organisation, we positioned the union so we could speak with credibility challenging others to follow in our footsteps.

Conference is extremely disappointed that the initial actions of the new NEC resulted in:

- a) An all-white Presidential team

2022 National Black Members' Conference UNISON FINAL AGENDA

- b) No Black Members have been selected as the Chair or Vice Chair of any of the 7 NEC sub-committees
- c) UNISON's delegation to the TUC General Council is all white (with three of the four delegates representing just one region).

There is no doubt that the union has the most unrepresentative structure of senior lay leaders since the union was founded 28 years ago. It reflects the old established order of white privilege. It diminishes the role and value of Black Members, and it ultimately weakens our union.

This Conference instructs the National Black Members Committee to

- 1) Write to the Presidential team making it clear that the NEC should pay full attention to the rule book requirement to fair representation in the future.
- 2) Ensure the matter is placed on the agenda of the next NEC/SOG Equality Liaison Committee
- 3) Submit a rule change to the 2022 National Delegate Conference to ensure that such situations are prevented from happening in the future

Eastern Region

10.1

Add new Point 4

- 4) Give permission to the 3 NEC Black Members on the NBMC when they attend any NEC meetings to be proactively supporting the actions in points 1, 2 and 3 above.

East Midlands Region

10.2

New 10th paragraph after union

The NBMC are extremely concerned with the current structure of senior lay leaders that they wrote to the Presidential team and a meeting took place in October 2021 to take this matter forward for the future action

Delete bullet point 1 and renumber remaining bullet points.

Amend existing bullet point 3 to read 'submit a Rule Change to existing Rule D.2.14.3 to the 2022 National Delegate conference to ensure that such situation are prevented from happening in the future'

National Black Members' Committee

11. Immigration Advice and Black Members

Many Health Trusts have recruited new nurses from the Philippines and India. Our activists have been working hard to try and recruit them and include them in UNISON. One of the most useful tools to attract migrant workers has been our immigration advice clinic.

On top of the JCWI help line accessible through UNISON Direct, some regions have

2022 National Black Members' Conference UNISON FINAL AGENDA

monthly face to face clinics with a solicitor. This has been a great resource that has allowed us to not only recruit members, but also gives us appropriate and current advice on immigration issues. This is particularly relevant within the context of the hostile environment that Brexit and the Windrush scandal have contributed to.

However, organising around immigration issues requires being able to follow through when someone needs support. The NBMC having been raising this issue and at present, when immigration and employment collide, members are left with advice only when they also need representation.

UNISON continues to lead on campaigns against an increasing hostile immigration environment to give reps and members the tools to recruit and organise our Black and migrants' workers.

The NBMC have the influence within UNISON structures to seek that Services to Members reviews this situation and call on the NEC Black representatives to raise this important issue.

We instruct the NBMC to ask the NEC to:

Explore how we can give members access to more comprehensive immigration advice and representation, including to our members in Northern Ireland.

National Black Members' Committee

12. Supporting Black Members Self Organisation and challenging race discrimination in the workplace

Conference calls on the National Black Members Committee (NBMC) to actively liaise and engage with the NEC leadership and General Secretary, to seek to ensure that challenging racism is adopted as a core value within UNISON, for the purpose of making UNISON a stronger and more effective trade union within the workplace.

This conference believes that the union should encourage, mentor and support Black Members to play an active role within the lay democracy and decision-making of the union.

Conference supports a policy that Black Members in Branches should be trained and empowered to become central to UNISON's organising and campaigning work. In particular, Black Members should be encouraged to challenge the British Government's "hostile environment" policy, which perpetuates a false racist perspective about migrants, asylum seekers and Black workers, which ultimately seeks to divide our communities.

Conference instructs the NBMC to raise awareness of UNISON's Race Discrimination Protocol as part of UNISON's commitment to challenging discrimination in the workplace. To provide statistical information resulting from referrals and cases dealt with by Thompsons solicitors.

In 2020, supported by the General and regional secretaries, the East Midlands Regional Black Members Committee (RBMC) launched the "Having the

2022 National Black Members' Conference UNISON FINAL AGENDA

uncomfortable conversation about racism in the workplace" Campaign. This campaign incorporated Regional Black members meetings and an online survey on racism within the workplace across the region. The discussions and data received is being used to inform and direct the work of not just the RBMC but hopefully all branches.

An example of good practice from the East Midlands Regional Black Members Committee (RBMC), "Having the uncomfortable conversation about racism in the workplace" campaign, should be considered for use in all UNISON regions. This campaign has proven to be an effective tool which can also be used to identify Branch Leaders and activists. It is also useful in identifying employers where a focus race discrimination would be of benefit to the whole workforce. This in turn may provide a number of organising opportunities and enable branches to improve consultation with Black Members particularly with regard to Equality Impact Assessments.

This type of campaign has the potential to support the race equality agenda, together with diversity and awareness within the workplace.

This conference instructs the NBMC to:

- 1) Examine the merits of the "Having the uncomfortable conversation about racism in the workplace" campaign, for the purpose of implementation across the union.
- 2) Commission and implement an online "racism in the workplace" survey. Consider the outcome and recommendations and produce a report for distribution and discussion prior to 2023 conference.
- 3) Request an annual breakdown of all Race Discrimination Cases and report back to each National Black Members Conference.

East Midlands Region

12.1

Delete bullet point 3 replace with a New Bullet point 3

Request for the annual breakdown of all Race Discrimination Cases that have been requested in 2021 from Regional Black Members Committee are sent back by 1st February 2022 to enable a report back to the 2023 National Black Members Conference.

National Black Members' Committee

Campaigning

13. No going back to normal

2020 and 2021 will be memorable years for many reasons including Covid19 and its impact of on our Black Communities and the death of George Floyd at the hands of a white police officer in the United States.

2022 National Black Members' Conference UNISON FINAL AGENDA

These poignant moments together have yet again highlighted the significant inequalities that have long blighted us both socially and economically. Years of being undervalued and working in service areas where the Government has failed to value the Black people that work within them, structures that have long existed that are founded on discrimination/racism means that nothing has ever been and can ever have been equal for Black communities no matter how hard we strive to be treated equally and on our merits.

Conference reaffirms our need to resist, organise, challenge and use these events as a way of shining the light on what has been long historical and entrenched institutionalised racism. This is now the platform for a new movement which should seek out the inequalities in this Country. This country is not different from America, let us not be blinded by the saying that it is not as bad here, that is just the point. In the UK it is not any better by looking at the stats, stop and search, deaths in prisons, education underperforming, housing, overcrowding, lack of employment opportunities, progression an unequal pay for many Black worker.

Black youth have been stuck on the bottom rung of the promotional ladders for too long with no support for their development and aspirations.

Conference the new concept for the government is "levelling up". This is a hollow phrase when private sector is more valued than public services and the wealth of our country is not spread around. We demand an honest commitment to review social, health and economic wellbeing of Black people in this country. It is Conservative policy that has created this situation and they are responsible for creating and maintaining these inequalities.

Conference instructs the NMBC to seek to work with the NEC and Labour Link and campaign for the implementation of all the recommendations from the Road map to equality which has set out 5 priority areas for action: Health, Education, Employment, Criminal Justice and Housing

Eastern Region

14. Black Lives Matter, Fight for a Society for All, Based on Equality

This branch notes the growth of worldwide movements over Black Lives Matter that has developed over racism within our society. Instances of racism is becoming a daily occurrence after that of George Floyd which ignited big time protests globally. Here in UK on 17th of July Mr. Marcus Coutain - Blackman was arrested, handcuffed and a policeman knelt on his neck causing him agony in Finsbury Park area of Islington. 20th of July at Hatfield, it was reported that a Black teenager was arrested without consideration for his dignity. The case was referred to Police watchdog. 6th of August Zwelitsha Mushambadope, a Blackman was arrested, handcuffed, and detained with racial undertone. The case was later referred to professional standard department by Police. Racism can no longer be ignored or pretended it is not happening. Organised protests against racism claimed human lives and resources and still do even here in UK. The Brixton riot of April 1981 caused £7.5m of destruction over three days and roughly 5000 people were involved including many that were injured. We must come together to build a better community.

2022 National Black Members' Conference UNISON FINAL AGENDA

This branch recognizes protests as a positive development in that it has brought young black and white youth together to expose the underlying racism that continues to prevail within our societies. We also recognise that this movement bases itself on achieving equality which ultimately means equality for all and therefore can play an enormously positive role in taking our society forward.

This branch believes that this call is a positive call for unity which fits well within the trade union and labour movement and should be supported.

This branch believes that racism and discrimination is built within the framework of capitalist society which uses racism, discrimination and scapegoating to divide working people of all colours and abilities to ensure that those with wealth are able to maintain their wealth, by attempting to keep us divided. Therefore any movement that seeks to unite people on the basis of equality should be supported and encouraged by the Labour movement to assist those in furthering the struggle to achieve a society based on equality, where wealth is shared and inequalities are things of the past. A society based upon a socialist economy where people can thrive irrespective of where they are from and where people are the priority rather than profit for a few. We need to improve on achievement made on obtaining a level ground for all to thrive. The Lord Scarman report published on 25th of November 1981 recommended BAME Police population to be increased to 20% from 0.6% before the riot but three years after the recommendation only 1.6% was achieved. In 1993 a Black teenager called Stephen Lawrence was stabbed to death by a gang in South East London in a racist attack. The Macpherson report published in 1999 eventually led to removal of double jeopardy laws in 2005 and two of the criminals were eventually jailed and recently this year Metropolitan Police closed the case, but the struggle continues with his parents.

This branch therefore request Unison promotes and supports Black Lives Matters event amongst its membership and in the communities where it operates

Bucks Healthcare and Community

15. Black Mother's Against Racism – the fight to preserve your child's mental health

This conference recognises the commitment of young Black footballers to the success of the England football team. In particular, in the recent UEFA European Championship that saw the England team reach the final of the competition.

This conference deplores the racist backlash that these same Black players experienced during the competition and which is still on-going following the defeat of the England team in the competition final. We applaud their bravery in continuing to take the knee.

Conference is concerned not only about the impact of these racist attacks on the mental health of the England football players but on young Black men more generally, and on the Black women who support and nurture their children. It is Black mothers who are having to deal with the mental health consequences of worrying 'copy-cat' racist behaviour in lower level and community football, and also other

2022 National Black Members' Conference UNISON FINAL AGENDA

sports activity.

This conference also notes the shrinking budgets for Children & Adolescent Mental Health Services (CAMHS) services and mental health services. We are concerned that, as a consequence, mental health issues experienced by Black women and their children are not being diagnosed or properly treated and that this is also being exacerbated by the health inequalities which Black people face.

This conference recognises that combatting racism in elite football will also help address the impact of racism on young Black people involved in community sport. In particular, their mental health and consequently will support Black mothers.

This conference calls on the National Black Members Committee

- 1) To send a message of support to the England football team and management of the English Football Association (The FA) highlighting that the fight against racism in elite sport is the same fight that Black women face in supporting the mental health of their children involved in the game and sports in general.
- 2) To send a message of support, citing this motion, to the UN Anti-Racism Day event in London in March 2022.
- 3) To have the United Nations day for the elimination of racism Included in the UNISON diaries.
- 4) Work with Labour Link to highlight the issues of racism in football and challenge provocative statements that taking the knee is gesture politics, which fuels racism.

National Women's Committee

16. What are they hiding?: Black disabled people and PIP

Conference notes that, in response to requests from UNISON, the Department for Work and Pensions (DWP) confirmed that they do not have any data on the percentage of Black claimants turned down for Personal Independence Payments (PIP) compared to white claimants. This is because the DWP do not routinely ask PIP claimants to state their ethnicity.

Conference believes that the DWP are failing to abide by the public sector equality duty (PSED) if they do not collect ethnicity data as they cannot therefore guard against a potential disproportionate impact on Black disabled people.

Conference calls on the National Black Members Committee to work with the national disabled members committee to:

- 1) Lobby for ethnicity monitoring of PIP claimants so that the proportionality of DWP's decision making and its duties under the PSED can be assessed
- 2) Raise this issue with the Labour Party, via the Labour Link, and with other organisations working on welfare benefits with the aim of provoking a broader campaign on this issue

2022 National Black Members' Conference UNISON FINAL AGENDA

- 3) Campaign for a fairer system of publicly delivered PIP which acknowledges fluctuating conditions, puts the needs of disabled people at its heart and does not penalise people who are in work.

National Disabled Members Committee

17. Solidarity with LGBT+ Afghans - providing a place of safety

Conference notes with extreme concern the plight of LGBT+ people in Afghanistan which is now run by the Taliban.

When the Taliban ruled in the 1990s they followed a strict interpretation of Sharia law and all the signs point to a similar situation, including homosexuality being punishable by death. In July, German newspaper Bild reported that a Taliban judge vowed to sentence gay men to death by stoning or by being crushed by a nine-foot wall.

Since taking power the Taliban have publicly said women will have a right to education and to work. However, these words are undermined by reports that women have been told to stay at home and not to leave unless accompanied by a man.

There have also been reports of LGBT+ people are living in fear with some being tortured and even killed by the Taliban.

Conference notes that pressure is building on countries to accept vulnerable asylum seekers fleeing persecution at the hands of the Taliban.

True to form, the Conservative government took no notice of a joint letter from Stonewall and Rainbow Migration (a charity that supports lesbian, gay, bisexual, trans, queer and intersex (LGBTQI+) people through the asylum and immigration system) calling on the prime minister Boris Johnson and foreign secretary Dominic Raab to bring queer Afghans to safety.

The UK has said it will resettle 5,000 Afghans in the first year and 20,000 in the coming years. Eligibility is aimed at Afghan nationals most in need who have been forced to flee Afghanistan, including women, girls and children at risk given their particular vulnerability. However there is no specific provision aimed at LGBT+ people. The Home Office has said "Further details on eligibility are being developed at pace and will be shared in due course." But in the meantime LGBT+ Afghans are living in fear.

Conference therefore instructs the National Black members committee, working with the national executive council, National LGBT+ Committee and international department as appropriate, to:

- 1) To seek appropriate ways to show solidarity with Afghan LGBT+ organisations.
- 2) Lobby the Government to make explicit provision for LGBT+ Afghans in government resettlement schemes.

2022 National Black Members' Conference UNISON FINAL AGENDA

- 3) Work with Rainbow Migration and other appropriate organisations to lobby the Home Office to take urgent steps to improve the ways in which it deals with LGBT+ asylum seekers and refugees.
- 4) To work with Labour Link to raise these issues with the Labour party.

National Lesbian, Gay, Bisexual and Transgender plus Committee

18. Mental illness in Black communities

Black communities experience complex factors that significantly and adversely affect their mental health. Issues such as historical British colonialism, health inequalities, identity crises and the impact of racism, all contribute to disparities in diagnosis, treatment and occurrence that can be seen today.

The Advancing Mental Health Equalities Strategy is welcomed, but risks blindness to the impact of racism on mental health outcomes as well as a lack of appropriate community provision to support those in need.

The long-awaited Mental Health Act (MHA) White Paper pledged “decisive action” would be taken to cut disproportionate use of the act among certain groups. Black people are over four times more likely than white people to be detained under the act and over 10 times more likely to be subject to a community treatment order (CTO) – under which people are discharged from detention but placed under conditions. The Mental Health Act overhaul will be futile and will not tackle racial disparities and lower rates of detention and community treatment orders without systemic and social change.

Many leading figures in mental health and equalities agree that more needs to be done to tackle current inequalities. Hári Sewell (former mental health trust director and consultant) states “scope for change is limited without addressing ‘racist society’ and improving access to culturally appropriate advocacy”. Black people’s cultural needs frequently go unmet. Religious beliefs are seen as symptoms of mental illness. Barriers faced by Black people when accessing mental health care are cultural barriers where mental health issues are not recognised or not seen as important, professionals having a lack of knowledge about things that are important to a person of colour or their experiences.

These needs form a fundamental aspect of a person’s identity and how well they navigate their recovery, so it’s vital that they are properly understood.

Further, research suggests that religious and cultural practices may serve as either a protective coping mechanism, or an additional risk, during times of mental distress. A lack of resources, confidence and staff knowledge, contribute to stigma attached to Black people and these expressions of their beliefs which are often attributed to a person’s mental illness, treating them as delusions rather than genuinely held beliefs.

We call on the NBMC to work with the NEC to highlight the wider issues within mental health services, including:

2022 National Black Members' Conference UNISON FINAL AGENDA

- 1) How gaps in knowledge create and maintain inequalities in how Black members access and receive services.
- 2) How a lack of genuine engagement with Black communities can impact negatively on Black people.
- 3) How culturally competent and relevant services and community resources can be developed to meet the needs of Black communities
- 4) The importance of appropriate training that explores and includes cultural awareness
- 5) To campaign for a directory of religious and cultural needs, which could include an assessment tool that identifies these needs
- 6) Constructive steps employers can take to support staff with mental health
- 7) Help to signpost Black workers to current support and mental health services that are available

National Black Members' Committee

19. Challenging Racism and Strengthening Black Community links

Conference notes that Black members make up a large percentage of the frontline workforce. The high-profile death of George Floyd triggered the 'Black Lives Matter' campaign which shone a bright light on the injustices of racism across the world, including the UK.

UNISON's Challenging Racism in the Workplace continues to lead on delivering UNISON objective to promote equality and challenge all forms of discrimination, including racism. This work needs to be a priority for all organisations.

UNISON continues to be applauded on successfully maintaining its membership figures and Black members are still said to be 'most likely to join a union', nevertheless, for Black members the issue of racism and discrimination still prevails. Conference notes a continued trend of research that reflects some of the barriers Black members face by lack of engagement and representation across the public and private sectors in our regions and branches.

The Campaign Fund supports branch, regional and national initiatives that encourage and involve members in the workplace and in their wider communities via a vast range of equality events.

These numerous events have helped increased membership, interest in the union, and have been the source of positive feedback regarding UNISON's visibility. The events provide an opportunity to discover exactly what the union is doing for members, and how we as a union can be responsive to the real issues which concern them.

We must continue to connect with and support Black people by building sustainable community engagement, by being more visible to our members, and offering support

2022 National Black Members' Conference UNISON FINAL AGENDA

which allows them to see the wider benefits of trade union involvement.

Conference therefore calls upon the National Black Members' Committee to:

- 1) Continue to build on the Challenging Racism in the Workplace campaign and explore how to further expand on community engagement, especially with Young Black people
- 2) Where possible and appropriate engage in specific work to connect with local Black community groups who do work in support of our members in their communities.
- 3) Review survey findings concerning members' experiences of racism, as conducted by service groups and regions, for further action and support.

National Black Members' Committee

19.1

Add new Point 4

- 4) Support full implementation across all regions of the East Midlands RBMC "having the uncomfortable conversation about racism in the workplace campaign", which enhances the effectiveness of the challenging racism initiative in Point 1.

East Midlands Region

20. BLM Black Lives Matters Who's Next?

Conference Who's Next?

It could be you, your son, daughter, grandchildren or even your parents. People across the world are taking a stand against police brutality and racism. In 2020 we have seen a rise in Police brutality unfairly singling out of our families, our sports, and political figures. Targeting Black people as witnessed on many videos captured and shared on the social and all media platforms.

The death of George Floyd highlighted this injustice, kicking off a series of rallies, and promoting the work of Black Lives Matter supported by many, across the whole world.

Conference there has been many of these unfortunate events before and since the death of George Floyd.

BLM and SUTR has been at the forefront of this mass demonstration across the world as we all stand together to say enough is enough, how long can this injustice carry on?

Conference we call upon National Black Members Committee to:

- 1) To work together with UNISON NEC, Police & Justice and Labour Link to educate and promote the inequalities of police brutality and injustices within the Black Community.

2022 National Black Members' Conference UNISON FINAL AGENDA

- 2) To promote and support the BLM and SUTR Events nationally, regionally and at Branch level.
- 3) To publish UNISON supported events of BLM and SUTR supported within Black Action Magazine and share widely.

West Midlands Region

21. Windrush how far have we reached, where do we go next.....

The Windrush Scandal rocked the UK in 2018; At least 83 cases where individuals were wrongly deported from the UK by the Home Office. We must not forget that the scandal only came to public attention because of a campaign by the Windrush Generation due to the hostile environment policy instituted by the then Home Secretary Theresa May. This policy came into effect in October 2012 and measures in the policy made staying in the United Kingdom as difficult as possible for people without leave to remain in the hope that they may voluntarily leave.

From November 2017, newspapers reported that the British government had threatened to deport people from Commonwealth territories who had arrived in the UK before 1973, if they could not prove their right to remain in the UK. In January 2018; the Home Affairs Selected Committee issued a report which said the hostile environment policies were 'unclear' and had seen too many people threatened with deportation based on 'inaccurate and untrusted' information.

In February 2020, government ministers were told that the number of people wrongly classified as illegal immigrants could be much greater than previously thought and that as many as 15,000 people could be eligible for compensation. Up to that date 35 people had been granted "urgent and exceptional support" payments. In June 2020, Britain's human rights watchdog, the Equality and Human Rights Commission (EHRC) launched a legal action to review the "hostile environment" immigration policy. It is assessing whether the Home Office complied with its equality duties and planned to develop recommendations by September 2020.

The Story of Paulette Wilson

Paulette Wilson, a prominent Windrush campaigner, has died. She was 64.

Her death comes one month after she delivered a petition, along with other campaigners, to Downing Street, signed by more than 130,000 people and calling for action to address the failings that led to the scandal.

Wilson's daughter, Natalie Barnes, said that she found her mother early on Thursday, July 23, and that she appeared to have died in her sleep.

Barnes said: "My mum was a fighter, and she was ready to fight for anyone. She was an inspiration to many people. She was my heart and my soul, and I loved her to pieces."

Wilson, from Wolverhampton, came to Britain from Jamaica aged 10 in the late 1960s. She attended school in Britain, paid national insurance contributions for 34

2022 National Black Members' Conference UNISON FINAL AGENDA

years, and worked hard to build a life in the United Kingdom (UK).

The grandmother of one was a chef; she worked in the House of Commons restaurant and also volunteered at her local church, preparing meals for homeless people.

Wilson spent two years under the threat of deportation and was wrongly locked up in the Yarl's Wood detention centre before being told she could stay in the UK in 2017.

OUTPOURING OF TRIBUTES

There has been an outpouring of tributes from the cross section of the society – from Windrush campaigners to ordinary people – who took to social media to express their condolences.

Windrush campaigner Patrick Vernon said: "Paulette Wilson was mother, grandmother, and a campaigner and spoke truth to power regarding the Windrush scandal. She inspired many other survivors to share their story.

"Paulette was proud of her Jamaican and Wolverhampton roots. She was like a big sister to me because we had our connections and roots in Wolverhampton."

The ordeal as a victim of the Windrush scandal had a profound impact on her, Vernon said, adding that it's paramount that the UK government make amends to those affected.

"Paulette's spirit and mental well-being were broken by the hostile environment and the challenges in completing the Windrush compensation form," Vernon added.

Bishop Dr Desmond Jadoo, Chair of the Windrush UK Movement and the Windrush national organisation, said: "Paulette was a shining example of grace and humility. Despite the severe inequality and injustice that she faced; her zeal was to help others by highlighting the issues that they faced.

"I recall a conversation she and I had in January, when she said that many people are dying awaiting their status and compensation. Who would have thought that now, in July, we would be talking about her death?

"Clearly, the government is acting too slowly in righting the wrongs. There is a long way to go on this, and I would urge the British government to take stock, as how many more people must die before the scandal is resolved?"

WAKE-UP CALL

"The injustice that Paulette went through took its toll on her.

"On behalf of myself and the Windrush organisation, our heartfelt condolences go out to all of Paulette's family here in the UK, and in Jamaica, who had an opportunity of seeing her last year when she visited after 50 years.

2022 National Black Members' Conference UNISON FINAL AGENDA

"This is yet another wake-up call that we must not rest until the impact and injustice is resolved."

Writing in The Guardian, Labour MP Diane Abbott said: "Paulette Wilson's untimely death also reminds us that the victims of the Windrush scandal are an ageing cohort, and consequently, the delay in compensating them is a mounting scandal. Unless the Home Office drastically improves the process for obtaining compensation, many more will die without receiving a penny."

After former Home Secretary Amber Rudd apologised for the Windrush scandal in 2017, Wilson described it as "a good thing" in an interview with the BBC but added: "What about all the other people who were sent away before my case became big?"

She went on: "It's just upsetting to think that an ordinary person like me could go through something like that. I'm still going through hell now."

"It's really hard for me to put it in words. I'm still hurt, that's all I can say."

Conference Paulette Wilson has since sadly died.

Her story broke into the NEWS and Media highlighting the injustice of this Tory Government against our Windrush Generation.

Conference therefore calls on the National Black Members Committee to -

- 1) Work with Labour Link to review the injustices that have taken place and to support the Windrush generation through this fight.
- 2) Update conference on the status of the Windrush Scandal.
- 3) Share updates as an article in Black Action; using this motion as a starting point.
- 4) To update members on the current application process to become a British citizen.

West Midlands Region

21.1

After paragraph 3, insert a new paragraph 4, 5, 6, 7, 8, 9, 10 to read

'What happened to those caught up in the Windrush scandal was an outrage. Demeaning letters were sent out from the Home Office telling people who'd lived in the UK all their adult lives to leave. It was shabby, shameful treatment from a country that had taken the best years of their lives and relies on the public services they helped build.

They were entitled to gratitude and a peaceful life. Instead, many lost their homes, families, health and even their lives. The head of the Independent Review, Wendy Williams identified "a culture of disbelief and carelessness made worse by the status of the Windrush generation, who were failed when they needed help most".

2022 National Black Members' Conference UNISON FINAL AGENDA

The Compensation Scheme should have been a way of delivering justice, making restitution and rebuilding trust. Instead, it placed victims under scrutiny, made heavy evidentiary demands, treated their claims with scepticism and placed their applications and their lives in limbo.

Therefore, UNISON called in December 2020 for the responsibility for administering the Windrush Compensation Scheme to be moved away from the Home Office.

UNISON is supporting the campaign to make the compensation scheme easier to navigate, moved away from the Home Office and for all those affected to be given a real apology.

And what's more, UNISON stands against the 'Hostile Environment'. We are public service defenders, not immigration border guards. Nor will we stand by as the Government makes migrant workers into second class citizens – we will defend them as workers and equal citizens in this country.

As the Windrush Generation continues to fight for justice and against racism, UNISON will support them every step of the way.

National Black Members' Committee

**2022 National Black Members' Conference
UNISON FINAL AGENDA**

Amendments Ruled Out of Order

Not submitted in line with the Rules

Motion 10 National Executive & Rule Book Commitment to Fair Representation

From "Conference is extremely disappointed"- delete and replace

Conference is disappointed that for 28 years of Unison's existence Black Members have not been represented at all layers of the union and particularly within higher positions in our lay structures.

The Conference instructs National Black Members Committee to

1. Enter into discussions with the new Presidential Team how we can improve representation of Black Members at all layers of our union from Stewards, Officers and Branch Secretaries, through to regional and national positions. Develop a strategy with the NEC & Presidential Team to improve fair representation.
2. To share this strategy within all service groups and regions with a series of online meetings

North West Region

Not sufficiently clear

Motion 6 Branch Mentoring

Amend last paragraph:

All Branch mentoring should be discussed with the following Branch Officers if they are all in place, e.g. Branch Black Members Officer, Branch Equality Officer, Branch Chair Branch Secretary Branch Convenor and the mentoring should also be linked to the Branch Black Members Self Organised Group (BBMSOG) and be detailed in the Branch Development Plan.

East Midlands Region

Motion 6 Branch Mentoring

4th paragraphs delete 'develop a mentoring programme led by Black Activist' insert 'to widen the mentoring programme scheme developed with local government'

National Black Members' Committee

**2022 National Black Members' Conference
UNISON FINAL AGENDA**

Received twice

Motion 19 Challenging Racism and Strengthening Black Community links

Add new Point 4

4) Support full implementation across all regions of the East Midlands RBMC "having the uncomfortable conversation about racism in the workplace campaign", which enhances the effectiveness of the challenging racism initiative in Point 1.

East Midlands Region