



NATIONAL BLACK MEMBERS'
CONFERENCE

Special Annual Report



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CHAIRS' WELCOME AND REPORT

Welcome to you all attending the 2022 National Black Members' Conference. It gives us great pleasure to know we will be seeing you *'in person'* after such a long time in the virtual world. My name is Kebba Manneh and I am the Chair of UNISON's National Black Members' Committee (NBMC). The Deputy Chair, Rakiya Suleiman, and myself would like to especially welcome any first-time delegates.

Over the last few years, the COVID-19 pandemic has had a devastating impact on Black workers and Black communities in the UK and across the world. We would like to pay tribute and express our appreciation to all the key workers, many of whom are Black, who have kept the UK going throughout the pandemic. We would also like to take this opportunity to extend heart-felt condolences to the families of our brothers and sisters who have lost their lives due to COVID-19, here and across the World. May their souls rest in peace, and their families find solace and strength.

The NBMC continues to challenge racism and discrimination fervently, whether this is in the workplace, in our communities, in government institutions, or in society at large. As a union, we have a duty to protect and advance Black members' interests without fear or favour under our stewardship.

Throughout the year the NBMC has continued to put race at the heart of our work programme. We have done this by:

- Raising the issue of facility time for Black activists at the Equality Liaison Committee.
- Organising various events and webinars including Black Members Live! featuring speakers on Covid-19, race hate crimes, mentoring Black members and organising for equality.
- Issuing a statement to the press on the conviction of George Floyd's murderer. (The full statement can be found online in the Black members news section of the UNISON website).
- Facilitating UNISON donations to the Haiti earthquake appeal, the St Vincent volcano appeal and £5,000 to the emergency Indian oxygen appeal for those severely affected by Covid-19.
- Contributing to workplace safety guidance on Covid-19 and Black workers.

The NBMC have received numerous complaints about racism in the union which has prompted us to call a meeting with the NBMC NEC representatives and the Presidential Team. We will continue to work together to resolve issues and ensure that Black members are represented within union structures and that race discrimination claims are dealt with efficiently and appropriately.

We continue to work on areas relating to racial health inequalities, stop and search, and the ethnicity pay gap, amongst many others. Further details can be found under the Work Programme section of this report.

On behalf of the NBMC, we would like to say a big thank you to Margaret Greer, our National Officer for Race Equality for the professional and sterling support she continues to provide, and equally the same gratitude goes to Anna Costi, Assistant National Officer.

We are grateful to the NBMC for the confidence and trust demonstrated by electing us as Chair and Deputy Chair unopposed. We are thankful that the NBMC works with passion and dedication in a collective effort to protect and advance Black members' interests.

As another difficult year ends, we are also aware of the pressures that many Black activists have faced. We appreciate every one of you. Keep the faith.

Have a wonderful Conference and thank you all for your Commitment to this union. May peace prevail upon us all.

Kebba Manneh
NBMC Chair

Rakiya Suleiman
NBMC Deputy Chair

UNISON NATIONAL EXECUTIVE COUNCIL MEMBERS' REPORTS

April Ashley

Welcome back everyone!

This years' conference will be a return to meeting with Black activists in person and it will be great! We can get back to physical activities and make our presence felt in the real world alongside the virtual world.

As Black members we have been campaigning on many fronts in the past two years but still principally on Covid 19 and the Black Lives Matter movement. They intertwine with each other and members have been galvanised to take up these campaigns head on.

As we all know statistics show that Black workers have been disproportionately impacted by Covid and the figures still make horrifying reading:

- Black men are four times more likely to die of Covid than white men
- Bangladeshi and Pakistani men were 3.6 and for Indian men 2.4 times more likely to die. The proportionality for women was similar.
- At the highest point, 36% of those in critical care were from a Black background and for NHS staff – 21% are from a Black background but accounted for 64% of NHS deaths.

These are shocking statistics and shows up the lie of the 'Sewage Report', the Tony Sewell report on the behest of the Tory government to deny institutional racism.

These figures are not accidental they are due to the fact that many Black workers are essential workers. They have been working on the frontline throughout the pandemic as care workers, refuse workers, teaching assistants, bus drivers, security jobs etc, and are therefore repeatedly exposed to the virus. The most deprived areas with overcrowded housing have twice the coronavirus death rate of the least deprived as they have little space to socially distance. The poor and Black workers have been hardest hit. Covid has exposed the class and race inequality under the capitalist system.

In addition, Black workers in the NHS are less likely to make a fuss and demand PPE because they fear racism. The Tories have failed to provide workers with support around pay or PPE. We need a trade union led independent public enquiry into the Covid pandemic, not a sham Tory government enquiry which can be used to absolve themselves of any blame.

As part of the NEC I have been campaigning for adequate PPE, pay for self-isolation, against mandatory vaccination in care homes, and for risk assessments to be in control of the trade unions to protect our members. Now the battle around long Covid is a major campaign to ensure that Black workers are again not negatively impacted.

Covid fully exposed the underlying poor conditions of Black workers and this exploded

into the Black Lives Matter movement. Massive demonstrations erupted worldwide in 2020 following the murder of George Floyd.

UNISON branches and activists in our communities attended the mass demonstrations in London and throughout the UK. I have called on UNISON nationally to be part of socially distanced demonstrations to ensure that UNISON is at the forefront of the fight against racism. We need to continue to bring the vibrant energy of the Black Lives Matter movement into the workplaces to ensure Black workers do not disproportionately face compulsory redundancy and to end the race pay gap.

Black workers are the lowest paid in many sectors. The pay campaigns waged in the NHS and local government are against derisory pay offers. They are an insult to low paid workers – a kick in the teeth for those who have risked their health working on the front line to keep society running.

As we go to press workers have rejected these insulting offers and are organising industrial action ballots to fight for decent pay.

A £15 per hour minimum wage, an end to zero-hour contracts, an end to privatisation of the NHS, and bringing privatised sectors back in-house would be an enormous benefit to Black workers. We must fight for this on all fronts by lobbies and demonstrations, not just writing to our MPs and councillors. And, of course, our strongest weapon is lawful, co-ordinated industrial action to further our pay claims.

We elected a new NEC in 2021 which will need to ensure that they are leading from the front as a member-led democratic union, fighting the Tories, and Tory or Labour council making cuts, in order to make a difference to all our members' lives – including Black lives.

Manjula Kumari

No report received

Julia Mwaluke

No report received

Hugo Pierre

No report received

COMMITTEE ORGANISATION

The COVID-19 pandemic has clearly created a challenge to our democracy in UNISON guidelines, but we have found ways to uphold our member-led approach and to ensure we continue to be fully accountable to the lay leadership of our Black members' self-organised group.

Although we have been unable to hold in-person formal committee meetings, we have held regular virtual committee meetings with the NBMC to ensure continued dialogue, action and decisions can be taken and then reported to the appropriate bodies. Virtual briefing sessions for the NBMC on issues relating to COVID-19, democracy and other urgent areas for discussion have also taken place throughout the year.

In a typical year, the committee would meet to consider the motions passed at the National Black Members' Conference. As there was no conference in 2021, the committee instead formed working groups to address campaigns and issues relevant to Black members.

The membership of the working groups is outlined below:

Defining Black

All NBMC

NBMC Meet and Greet

All NBMC

Motions Working Group

Mitsy Harmon-Russell	April Ashley	Mo Tsentides
Neelo Far	Bev Miller	Marcia Dawkins
Patrick Yu		

Challenging Racism in the Workplace

James Minto	Sonia Stewart	Azara Azam
Brian Pereira	Mo Tsentides	Rakiya Suleiman
Iqbal Syed	Lilian Adani	Adejare Oyewole
Kebba Manneh	Gloria Hanson	April Ashley

Adopting the Islamophobia Definition

Azara Azam	Mohammed Daji	Rakiya Suleiman
Iqbal Syed		

Race Discrimination Protocol

James Minto	Ash Silverstone	Brian Pereira
Mo Tsentides	Rakiya Suleiman	Adejare Oyewole
Kebba Manneh	Magda Lezama	Manjula Kumari
Nathan Aljoe / Tara Thomas		

Ethnicity Pay Gap

Rita Haligah	Mohammed Daji	Pam Sian
Carol Sewell	Bev Miller	Olusola Adejare
Veronica Price-Job / Bally Dhalu	Nathan Aljoe / Tara Thomas	

TUC Anti-Racism Taskforce

Carol Sewell
James Minto

Sonia Stewart
Manjula Kumari

Ash Silverstone
Abiola Kusoro /
Julia Mwaluke

Health Inequalities

Rita Haligah
Sandra Charles
Veronica Price -Job /
Bally Dhalu

Gloria Hanson
Abdul Rahman

Neelo Far
Olusola Adejare

Stop and Search

Brian Pereira
Jennie Antonio
Marcia Dawkins

Elizabeth Cameron
Patrick Yu
Hugo Pierre

Sandra Charles
Flora Alfante

Black History Month

Annette Heslop
Abdul Rahman
Abiola Kusoro /
Julia Mwaluke

Sharon Carby-McLean
Mitsy Harmon-Russell

Kemba Hadaway-Morgan
Lilian Adani

NBMC WORK PROGRAMME

Defining Black – reaffirming terminology and ensuring it is used throughout UNISON

Black members took the initiative to engage in a regional roll-out of the ‘Defining Black’ PowerPoint presentation to enhance the use of the terminology Black to reflect the 2013 National Black Members Conference decision following work on this issue.

Back in 2013, the National Black Members’ Committee carried out extensive work defining Black in UNISON, agreeing the text, writing articles, and finally producing a booklet (which can be found on the UNISON website).

Systemic and institutional racism exists in society, as spotlighted by the COVID-19 pandemic. We hope that there is a better understanding of the history, the meaning, and the message of the terminology.

‘Defining Black’ mini cards can be downloaded and ordered from the online catalogue (stock no. 3505).

Meet and Greet the National Black Members Committee (NBMC)

The National Black Members’ Committee held two ‘Meet and Greet’ virtual events with regional members, contacts, and self-organised groups on 21st May 2021. These sessions gave members an opportunity to discuss important areas of work for the NBMC to take forward in UNISON, with a question-and-answer section, and update on external work including with the TUC Anti-Racism Taskforce. The NBMC plan to hold these sessions on an annual basis.

Motions Working Group

The motions working group met shortly after the NBMC policy weekend in April and again in June to discuss the allocation and production of motions. The following motions were submitted to the National Black Members Conference 2022:

- Immigration Advice and Black Members
- Mental Illness in Black Communities
- Challenging Racism and Strengthening Black Community links
- Domestic Violence – Black women and cuts to refuge support
- Call Me by My Name

The working group also worked on motions submitted to the Special Delegate Conference, Service Group Conferences and Self-organised group conferences in 2021.

Challenging Racism in the Workplace

Challenging Racism in the Workplace continues to be vital to UNISON's work and the NBMC, whether it be negotiating for members, growing our membership; challenging pay freezes, reorganisations and redundancies or organising our members around campaigns that matter to them.

The Challenging Racism in the Workplace training has relaunched as an online course. The course is aimed at branch activists that are involved in negotiations with their employers and hold a position in the branch that has the remit and authority to take forward a branch strategy and action plan.

The course is designed and run on a branch-by-branch basis or where this is not practical, with groups of branches, with at least two representatives from each branch to enable them to work together to develop an action plan based on their own employer(s) and experience.

The NBMC are planning to hold a seminar in February 2022 to look at further work on positive action, sector recruitment, equality impact assessments and campaigning.

'Challenging racism in the workplace: a practical guide for UNISON branches' can be downloaded from our website or ordered from the online catalogue (stock no. 2969).

Adopting the Islamophobia definition

UNISON recognises the All-Party Parliamentary Group APPG definition of Islamophobia and launched this campaign on 11th October to encourage wide use in branches across the union

Racism in all its forms is objectionable. Islamophobia is a more nuanced form of hate. The definition of Islamophobia we have adopted is - 'Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness'

This is just one description – there are others, but this succinctly summarises the key issue.

Muslims come from all sorts of backgrounds, so the hatred is not aimed at skin colour or ethnicity, but something else. The target is the outward displays of behaviour and dress relating to the followers of Islam. We must be sensitive to such subtle forms of racism as they can creep up and take hold without us noticing if we are not careful. Islamophobia is just as hateful as other forms of racism and needs to be stamped out.

UNISON is calling on branches and regions to adopt the definition to address this form of inequality and racism. You can invite a NBMC member to speak about why it is important to understand and adopt the definition. This will be taken forward in 2022.

Race Discrimination Protocol

UNISON has developed a new member training guide on the Race Discrimination Protocol which can be delivered to branches and regional groups.

The aim of the workshops is for member to have a cross-regional discussion about the protocol, its implementation, identifying race cases and good practice that branches/regions can share to improve on the effectiveness of the protocol as an organising tool in branches and regions.

The annual review of the protocol, through regional questionnaires to regional Black members committees is currently taking place and will be followed up in 2023

A link to the protocol and further information can be sent on request. Please email Blackmembers@unison.co.uk.

Ethnicity Pay Gap

UNISON continue the work with Connect to identify the scale of the Ethnicity Pay Gap (EPG) in a sector specific basis. The Government consulted on the EPG in 2018. The EPG revealed that Black members and Black men, has huge pay gaps in the workplace. The EPG is an ongoing cause of inequality and discrimination and UNISON have been urging employers to address the ethnicity pay gap.

As part of this work UNISON produced two briefing documents for MP's, which was distributed in May and September 2021. In September UNISON received a response from Kemi Badenoch MP Exchequer Secretary to the Treasury & Minister for Equalities outlining the Governments work on race equality, a further response to the independent Commission on Race and Ethnic Disparities is awaiting a response.

A Westminster debate took place on Monday 20th September 2021

A further introductory briefing has been provided to the newly appointed Shadow Secretary of State for Women Anneliese Dodds MP and Taiwo Owatemi, Equalities and Shadow Minister for Women and Equalities.

UNISON continue to urge that ethnicity pay gap reporting must be mandatory and must be accompanied by an action plan setting out what the organisation is going to do to close its ethnicity pay gap. The introduction of this important measure is needed to identify the disparities within workforces and force employers to be accountable.

A webinar has been planned for Wednesday 12th January 2022 with Dianne Greyson and Lord Boteng invited to be on the panel. Kebba Manneh and Gloria Mills, National Secretary will also be part of the panel ensuring UNISON's continued commitment to keep the campaign on Ethnicity Pay a priority for Black members in UNISON and wider society.

TUC Anti-Racism Taskforce

UNISON has been leading on several areas of the TUC Anti-Racism Taskforce since its inception in 2021. Carol Sewell updated the working group on several areas, outlining the work of the Taskforce is to improve the lives of Black Workers, ensure joint working with the Race Relations Committee and to work closely with sister unions in bridging the gap in areas of race and inequality.

UNISON continues to provide the Taskforce with information on the Public Policy Campaigns in the following areas:

- Disproportionate Impact of COVID-19
- Black Employment: The Impact of Racial Discrimination:
- Immigration and the Workplace

The TUC Black staff survey has been completed and is currently being reviewed. When the findings have been released UNISON will be working with the NBMC to feed into the next stages of action for the TUC Anti-Racism Taskforce.

Health Inequalities

The health inequalities working group aim to redress the balance of racial inequality in health services. In addition to publishing opportunities for Black service users to engage in patient experience reviews and evaluations, the working group also participate in campaigns such as the Healthwatch England Accessible Information Standard Review.

The NBMC understand that it is essential that Black health service users have their voices heard in order to challenge some of the barriers faced in care pathways. These barriers often begin with difficulties accessing information for diagnosis and subsequent treatment. Cuts to resources and negative stereotypes of Black patients (particularly in Mental health) also contribute to the inequality experienced.

In 2022, the NBMC will continue to be on advisory panels with partner organisations so we can distribute information, ensure our voices are heard, and campaign for fairness and accessibility in these vital services.

Stop and Search

UNISON is concerned that existing policing is already heavily informed by racial stereotypes and bias and will worsen. In attempting to reduce serious violent crime, the Police, Crime, Sentencing and Courts Bill as it is written will likely exacerbate it while disproportionately harming Black people.

The Police, Crime, Sentencing and Courts Bill is currently going through the Lords Committee stages. Traditionally, this is a vital stage for basic civil liberties issues because its where the real bi-partisan debate might manage to make a dent in this populist, dizzyingly fast-tracked and multi-faceted attack on our rights.

Whilst it contains within it some laudable measures, some of which we have campaigned for ourselves such as strengthening measures against harming front-line workers, this bill also contains serious basic threats to our civil liberties and seeks to broaden the scope of legislation that has already been shown to disproportionately adversely impact our Black communities such as Stop and Search and making life for Gypsy and Roma traveller communities almost impossible.

It introduces new duties for front line workers (including youth workers) to break down the hard-won relationships of trust by forcing them to share private data no matter what other legal assurances of confidentiality are given, and it places avoiding causing 'serious unease' to passers-by as more important than our historic right to peacefully protest.

This is a set of populist knee jerk attacks on our democratic right to protest and seeks to limit the areas in which protests can take place, increases criminal penalties for people who fall foul of police-imposed conditions and establishes new offences and criminal penalties altogether.

The sheer breadth of measures is staggering and seems deliberately designed to avoid proper scrutiny and attention for each of these very serious proposals.

it is a knee-jerk far-right populist response to Extinction Rebellion and the Black Lives Matter movement. With monuments celebrating colonialism mattering more than people.

UNISON is currently engaging with the Lords as it goes through their scrutiny committee stage and will continue to engage and work with likeminded organisations to seek to remove whole clauses and mitigate the worst aspects of this damaging Bill throughout its passage through parliament.

UNISON is currently in discussions with UNJUST, a not-for-profit organisation which has a national remit within the criminal justice field. The CEO of UNJUST will be attending the fringe meeting on 'stop and search' and UNISON's vital engagement will continue to hold the government to account as the Bill passes through Westminster and the House of Lords

The NBMC will be looking at new ways to jointly work with the Police and Justice Service Group to take this work forward in 2022.

Black History Month

We took Black History Month as another opportunity to highlight our work on tackling racism while emphasising that Black History and race equality are for every month. Throughout October, the UNISON website and all-members and activist communications featured information, interviews, case studies and celebrations of Black members and our race equality campaigns.

Over 300 members and non-members registered for our cultural identity events, where we discussed hair discrimination, ancestry and clothing. We were joined by Angela Jackman, QC discussing hair discrimination and the legal system, as well as Noorjahan Begum who discussed Islamic dress in the workplace.

Members submitted their Heroes and History Makers (#HHM) for our social media pages and we featured their recommended traditional recipes in Black Action.

Other Areas of Work

Show Racism the Red Card

Work with Show Racism the Red Card continued throughout the year. The successful school launch took place online in January 2021. The awards Ambassador Training Course with partners including the TUC is currently being rolled out across regions, please check the educational programme in your region for further details.

To mark 25 years of Show Racism the Red Card 25 podcasts will be created. The latest is David Olusoga and Shaka Hislop and can be found on YouTube.

Race Equality Matters

Race Equality Week took place 1st - 7th February 2021, with UNISON participating in the 'BIG promise'.

UNISON has a long history of being at the forefront of challenging racism in the workplace. We have several service groups like Health and Local Government who are driving and campaigning in the pursuit for racial equality and we thought it was a great opportunity of becoming a prominent partner at future events and decided to get involved.

Notice via our e-bulletin and activist network went out to thousands of UNISON members confirming that the NBMC were going to be participating in this campaign over Race Equality Week.

This was our chance to highlight the work of UNISON members, so we encouraged members to get involved and make their race equality promises. Footage of members and staff making pledges were featured across our social media platforms.

One of the ways that we continue to build and promote race equality in UNISON is through our self-organised groups, bringing Black members together and working with activists we can directly address some of the fundamental issues with employers across our vast workforce.

The feedback has been great and the NBMC are keen to get involved in the 2022 Race Equality Week taking place the week of 7th to 13th February 2022. Work has already started to shape activities and link some of that work with LGBT+ Pride Month. The launch of #MyNames is something that the NBMC are keen to adopt throughout UNISON structures and will be following up the guidance campaign and how we can get further involved in this excellent campaign.

UNISON International Committee – donations requested from the NBMC

- Saint Vincent and the Grenadines UK Volcano appeal £500
- Oxygen for India – emergency appeal £5,000
- Action Aid appeal £1000 for the Haiti earthquake.

UNISON Responds to the Runnymede Trust call for evidence: 2021 Convention on Elimination of all forms of Racial Discrimination

We welcomed this timely opportunity to respond on behalf of our members to the UNCERD via the Runnymede Trust. As demonstrated by our own research (and that of other bodies), slow or no action from Government has had a material impact on discrimination and injustices suffered by Black workers in the UK. We have used this opportunity to develop some of the solutions on behalf of our Black members specifically and Black workers more broadly.

Please email Blackworkers@unison.co.uk for a copy of our response.

The Equality and Human Rights Commission Strategic Plan for 2022 to 2025 is out for consultation. UNISON has responded to the draft with clear actions that the EHRC should be doing. The plan is due to be shared by April 2022.

UN Demonstration and online events organised by the TUC and Stand Up to Racism

UNISON continues to work closely with the TUC and Stand Up to Racism and has collaborated on several events in 2021.

The TUC Stand Up to Racism Trade Union Conference took place online in February 2021 as did the UN World Against Racism on 20th March 2021. UNISON ensured members were aware of the conference and demonstration and participated in speaking engagements in both events. An audience of over 1000 registered on both occasions.

We also addressed trade unionists at the Stand Up to Racism International Conference which took place on the 16th and 17th October.

Covid-19

Advice for Black members and for branches negotiating on race equality has been given prominence and priority on the Coronavirus pages of UNISON's website - www.unison.org.uk/coronavirus-rights-work.

UNISON Responds to the Sewell Report

Margaret Greer, UNISON's National Officer for Race Equality, voiced disappointment over the discredited Commission on Race and Ethnic Disparities report in a news article. She stated, "The commission had an opportunity to show strong leadership and produce a clear strategy to tackle racial inequality, with a plan of action and measurable and timely targets. It has failed to do that and this is a lost opportunity"

Christina McAnea, along with other Trade Union General Secretaries, wrote to the Prime Minister, voicing the concerns of the sector and the need to address structural racism.

The Anniversary of George Floyd's Murder

In addition to lighting the UNISON Centre purple to mark the anniversary of George Floyd's murder, UNISON supported the TUC's campaign to take the knee.

Gloria Mills, National Secretary for Equality, blogged on the anniversary stating, "The public protests in the wake of George Floyd's murder challenged corporations and institutions to review their policies and address the glaring racial disparities in their organisation and in society. Many pledged to take action.... We must hold them to account".

Black Action

UNISON's newsletter Black Action goes out quarterly to over 90,000 members. Since October 2021, the newsletter has looked different. It is now sent out electronically and has given us scope to include more news and relevant information for Black members.

In addition to signposting to UNISON's advice and guidance for supporting Black members, we have featured articles on health inequality, Black History, Islamophobia, cultural identity, and the National Black Members' Committee's priorities.

The next edition of Black Action is due out in January.

CAUCUS REPORTS

Labour Link Caucus

Over the course of the last twelve months the Labour link caucus has engaged in deep and meaningful discussions and suggested actions that could help activists shape their role and input in their workplaces, branches and regions.

Members discussed the impact of Covid-19 as a priority, tackling issues such as the disproportionate deaths amongst Black communities, the lasting impact of Long Covid and how this would target the many Black members who are often targeted for poor performance measures, 'lazy attitudes' in the workplace. Sluggish behaviours and lack of concentration can all be symptoms of long Covid. There is a need to fight for Long Covid to be classified as a long term and enduring disability as many members have been suffering with its effects for over a year.

We discussed the rise in Hate crime against those with South East Asian heritage, again much of it precipitated by the Covid-19 pandemic. People from other Black backgrounds have similarly been targeted as people assumed the disproportionate deaths were caused because we were greater carriers of the illness but in fact it was the socio-economic conditions - poor housing, insecure and precarious working conditions and poverty pay - that were the real underlying causes for the disproportionate deaths. Overcrowding in houses meant that people who should have been isolating found it impossible to do so, with families of five being found in two bedroomed and even single bedroomed homes.

On a cultural level, those people who were unable to work from home found it difficult to be comfortable in workplaces which didn't follow the level of hygiene many operated in their own homes and people found themselves putting themselves at risk (especially those with conditions such as Sarcoidosis, Lupus and Sickle cell anaemia).

Finally, the impact of BREXIT and further restrictive immigration rules continued to devalue the positive impact immigration has had on the country's economy and culture. Black Lives Matter and the murder of George Floyd had a massive impact on Black members, with the double-edged sword of raising awareness of the plight of Black members in many areas of their lives. Figures from the past who had benefitted from slavery and its legacy were respected, while as members we suffered the pain. Activists were labelled as 'woke' and were given prison sentences longer than rapists for toppling old colonialist figures such as the Colston statue in Bristol.

Continuing austerity meant that there was a focus on Pay and the need to campaign for it. We witnessed a reluctance to increase pay from the Government, an insulting pay offer for local government and NHS workers who had been praised during the pandemic but not valued in the pay packet. Cuts to service areas, longer waiting lists in hospitals and employers who did not support workers during the rollout of Covid furlough schemes were also considered.

Furlough rules were sometimes abused and people were asked to work the 'gap' which led to increases as high as 400% in food bank requests in some areas. Some labour councils had bucked the trend and paid workers when they had Covid rather than sick pay, something which paid dividends in public confidence when the return to work was called.

Education and the treatment of students who became 'virtual prisoners' in halls of residence when Covid cases were found were highlighted.

The true conditions of those who were working from home was not always as rosy as it appeared from the outside with parents juggling teaching responsibilities and caring responsibilities with a full workload. The fact that this could be done in a flexible way did not relieve the pressure that many people, particularly women have felt. Increased use of energy and increasing high prices were reflected in the motions which went to Labour Party conference.

But overall Mental Health became the main campaigning issue. Bereavement, pressures as work and at home, isolation for elders, heightened anxieties especially for those who have a diagnosis, increased incidences of domestic violence, inability to make ends meet financially, and a general increase in need for support which could not be met by the services as they currently stand especially concerning children and youth, meant that the health services which support people's mental health and well-being are now at breaking point.

Universal credit uplift of £20 has been removed at the writing of this report meaning the work of Labour Link to have a greater voice in influencing the work of the shadow cabinet is crucial. As is our role of strengthening the relationship which bridges the gap between politics and trade union activism.

The work continues.

Elizabeth Cameron
Labour Link Caucus Chair

Women's Caucus

The National Black Members' Committee Women's Caucus is always well attended. We spend time discussing priorities for Black women, signposting to various campaigns, and deciding on motions and amendments to conferences.

Over the past year, the safety of women has been a concern. Domestic violence has increased during the pandemic and as we see too often in the news, women are not safe when out. Concerns have been raised about the lack of coverage in the media and by police when a Black woman is murdered or missing. The caucus has resolved to highlight these incidents when they occur.

Themes for motions to national conferences this year included sexual harassment, domestic abuse and the death of Black women in childbirth.

The caucus has also discussed the violence in Afghanistan against women and children.

Annette Heslop
Women's Caucus Officer

Disabled Members Caucus

The first Caucus Meeting saw the following members elected.

- Sharon Carby McLean was confirmed as the Disabled Caucus Officer.
- Carol Sewell and Manjula Kumari were confirmed as NBMC co-optees to National Disabled Members' Committee.
- Peter Sharma and Gamuchirai Nyasoro were confirmed as delegates to National Disabled Members' Conference.

A key feature of the disabled caucus meetings has been discussions around potential topics for motions such as the impact of COVID-19 on disabled members, reasonable adjustments for members working from home, the vaccine uptake in disabled Black people and the impact of working from home on mental health. The caucus also questioned the support for members with long COVID and whether UNISON's reasonable adjustment passport will be updated to include this.

The caucus discussed the need for more mental health work in UNISON, particularly the need for a united campaign. It was noted that Mental Health First Aiders are not trained counsellors but can sign post to where help is given. There is a need for more Black Mental Health First Aiders.

The caucus also raised the post-lockdown return to the workplace, discussing the benefits and challenges of a potential hybrid way of working, including Covid risk assessments, DEA assessments and pressure to hot desk.

The caucus questioned the support for members with Long Covid, particularly regarding workplace disability leave, reasonable adjustments and sickness absence policies.

The National Disabled Members Conference 2021 took place in Liverpool Saturday 30 October - Monday 1st November 2021 and the disabled Black members caucus submitted three motions. These motions were:

1: Covid- 19 and Black disabled workers- learning the lessons for the recovery.

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

24: Building on the Race Discrimination Protocol

The Caucus have also successfully amended 10 motions.

Sharon Carby McLean
Disabled Members' Caucus Officer

LGBT+ Caucus

At the January 2020 meeting of the LGBT+ National Committee Bev Miller and Jennie Antonio were elected to attend the National Black Members' Committee (NBMC) meetings on behalf on the NLGBT+ Committee.

We have continued to contribute to the work of the National Committee, although differently this year, often via remote work. There were fewer physical Prides this year and no physical Black Pride. Black members contributed film clips for inclusion in

Virtual UNISON Pride stating why Pride is important and why Black Pride is important to us.

Network members participated in a World Pride day webinar panel with other NLGBT+ committee members, to explain to the wider trade union movement why Black LGBT+ and other forms of self-organisation in UNISON are so important. For example, in Black LGBT+ Network it means that we can be authentically ourselves in UNISON and address the issues that matter to our particular intersectionality of identity. We don't have to decide whether we are LGBT+ or Black.

The Black LGBT+ Network participated in an international webinar by Black artists and activists on Queer Identity & Post Colonialism. We were able to share with the international trade union movement and beyond, how we challenge the impact of colonialism that sought and seeks to erase LGBT+ histories and identities from our historical view. Examples given were the work on Black Trans Lives by the Trans Caucus, the UNISON LGBT+ No Pink-washing campaign in solidarity with colonised Palestine and that UNISON has produced the world's first ethical PRIDE procurement guide.

Members of the Network participated in a Pride in Procurement panel, with reference to the UNISON guide, linking how poor working conditions and exploitation impact particularly on Southern hemisphere areas of production. We also contributed to a UNISON panel promoting Self-Organisation, with particular reference to the Black LGBT+ Network.

The Network contributed articles for Out in UNISON. Jennie wrote on the rise in Domestic Violence over the Covid period and how Black LGBT+ members can access appropriate resources.

Bev contributed an article to Black Action on UK Black Pride and 50 years of Stonewall, making clear the Black activist roots of the Pride movement.

Bev and Jennie have represented on NBMC, contributed to work streams on the Committee, including progressing UNISON's ongoing work on police Stop and Search policies, with direct reference to the Police, Crime, Sentencing and Courts Bill. They are participating on the Working Group to organise the forthcoming physical NBM Conference. Earlier this year Bev and Jennie participated in the NBMC 'Meet and Greet' panel webinar.

We have also written motions to NBM conference: Bev wrote Call Me By My Name (deliberately changing Black names), Jennie wrote a motion on LGBT+ Mental Health concerns following the racist murder of Dalian Atkinson and contributed an LGBT+ intersectional focus to a motion on Domestic Violence support.

This has been a year of successes, finding new ways to engage in the work of UNISON together with other Networks, SOGs and the wider trade union during challenging times.

Jennie Antonio
Bev Miller

CONFERENCE REPORTS

Special Water, Environment and Transport (WET) Conference

The Conference was to discuss issues affecting UNISON members in the WET Sector and to debate and pass motions which may help our members in this sector.

As this year's Conference was vastly different due to its virtual nature, there were no guest speakers and all the motions passed with no debates.

The Motion I moved was 'the impact of Covid-19 on Black workers in transport' (Motion 7) which was passed with no debate.

The Motion outlines the importance of our Black Members and how we need to work alongside all relevant parties to ensure the safety of our Black transport workers, frontline workers who are more likely to be exposed to COVID-19 and suffer the long-term effects of the virus, in terms of their health and from a financial perspective.

Aniqa Ali Hashmi
Black members SOG delegate

Special Energy Conference

Angela Greenhalgh, the chair of the national energy committee, spoke briefly of the impact of COVID-19 on the sector, with the loss of jobs a serious concern. They were subjects that would come up throughout conference. Ms Greenhalgh observed that there was a vital need "for new ways to recruit in a virtual world". Proposing the first motion to address the climate challenge, on behalf of the national committee, she said that the UK government's plan to move to net zero by 2050 was an "ambitious target" and a welcome one – not least because of the intended creation of 250,000 jobs. However, there seemed to be no strategy as to how these jobs would be filled.

Conference called on the national committee to undertake a range of work, including to:

- ensure that UNISON energy members' jobs are put at the forefront of any debate around net zero emissions;
- deliver "a just transition for all, not just a few"; and
- promote public ownership within the energy retail and supply space, using the levers this would bring to win the hearts and minds of all consumers in the UK [to] deliver net zero in people's homes and improve the working terms and conditions for energy members.

Dawn Wainwright, EDF said that the skill gaps are already happening and there must be proper vocational training and reskilling for just transition that involves social inclusion and decent work. Millions of fossil fuel workers will need to find new jobs if the transition is not just.

Tracey Wainwright for the executive said that tackling climate change was about "our future and our children's children." But she too raised the concern that, while renewables are growing, those in the traditional energy workforce were not being given the opportunity to be retrained to work in greener energy. Conference called on the committee to work with UNISON's Labour Link to ensure a commitment to green job

skills and training through Labour energy policy; ask UNISON energy branches to work with employers through negotiation to ensure upskilling and training in green skills and jobs.

Lindsay McNaught, the vice chair of the executive committee and branch secretary of gas branch Scotland, who stressed how the changing nature of the sector – combined with the pandemic – meant that the union needed to adapt in how it organised in the sector.

Maz Cotterill, from the Yorkshire and Humberside gas branch, added that the union’s self-organised groups could play an important role in organising, and suggested activists look at the LGBT+ group’s guide to online recruitment.

Tansaim Hussain-Gul from Cymru/Wales and South Gas, and co-chair of the national disabled members committee, explained that coronavirus had seen “energy companies having to start that journey” towards greater equality. In many cases, allowing disabled members to work from home had improved productivity and reduced sickness leave. Conference backed the call for the service group to work with employers in establishing working from home as a reasonable adjustment.

Claire Aylwin from South East Energy introduced a motion from the national disabled members’ committee touching on similar themes – primarily around access to other reasonable adjustments.

First-time delegate Michael Moore, from Npower in Yorkshire and Humberside, was another who spoke about the need to work with employers to “make the job market more accessible” and increase flexibility – while putting an end to working from home being seen as a “perk” for those in more senior jobs.

I moved the motion ‘Addressing inequality in the Energy Sector for Black workers in a post pandemic world’, asking the Energy Service Group Executive to work with the NBMC to develop an action plan to ensure energy sector employers commit to addressing the inequality of Black workers in the sector as a key feature of their Post Pandemic recovery plans. The motion also asked the SGE to continue to work with the NBMC to highlight the disproportionate impact of COVID- 19 on Black workers in the sector by collating and monitoring data on redundancies, furlough, job losses and that data feeds into UNISON work; work with the NBMC to support energy sector Black members.

Alice Bremer from the National Women’s Committee moved the motion ‘Addressing inequality in the Energy sector after Covid - we need more female engineers in the energy sector’. This motion requested the prioritisation of addressing the gender pay gap in the sector, as well as encouraging visible female role models in a traditionally male dominated field.

Michael Melia moved the motion ‘no going backwards on LGBT+ equality in Energy’ on behalf of LGBT+ members. This motion asked the SGE to encourage the use of inclusive language, urge branches to use UNISON’s trans equality guide, and encourage branches to send energy workers to the LGBT+ conference.

Patrick Yu
Black members SOG delegate

Special Local Government Conference

This was one of the first UNISON virtual conferences held in 2021. There were minor technical hitches which were overcome, and business continued as usual.

UNISON's General Secretary addressed conference at the start of the afternoon session.

The morning session theme was: The impact of COVID-19 on pay, workplace terms and conditions and mental health in local government

The majority of motions submitted by regions and committees were carried. A prominent theme included the future of local government and local government funding and cuts. Conference noted the need to organise and share a concerted effort with other public sector workers to challenge the government and their pay freeze.

Issues were raised on facility time for education and local government employees as well as the government's response to the Covid-19 pandemic and seeking a public inquiry into its response to Covid.

The afternoon centred on the impact of COVID-19 on pay, workplace terms and conditions and mental health in local government

Conference noted that we need a cross-sector strategy for local government pay campaigning that brings together as many members, activists, branches, regions and sectors, to strengthen our drive for equal, fair and better pay.

Conference discussed mental and health and workplace wellbeing and the drive to continue to negotiate safe working conditions for our members, including looking at reasonable adjustments in cases of long covid, and support for workers where others are working in isolation.

Conference noted the devastating impact the pandemic had on the social care service, exposing the serious problems with the existing system, underfunding, and profit before people. Conference called time for a national care service.

NBMC submitted a motion on the Impact of Covid on Black Workers in Local government, the motion highlighted yet again the devastating impact of the pandemic on Black workers, the sustained long term structural inequalities and racism in the workplace means that there has been devastating loss of life of Black workers in public services. That campaigning, bargaining and negotiating agenda for Black workers has never been more critical particularly at this point of post pandemic, but we know that we are to live with this virus, we know that we have to continue supporting our members to bring about sustained change in work protection throughout this difficult time and beyond.

Maureen (Mo) Tsentides
Bev Miller
Black members SOG delegates

Special Delegate Conference

This virtual Special Delegate Conference replaced the National Delegate Conference. Due to the limitations of an online conference, there were no fringe meetings and workshops as there normally would be. Black members could not meet in caucus group meetings to discuss motions and equalities, but the conference ran very smoothly.

As the representative for Black members, I moved motion 67 which was the 3rd motion to be heard. The motion was called Covid-19 and Black members and had one amendment (carried) from Birmingham Branch.

The panel speakers on the day included Christina McAnea (general secretary), Gloria Mills (Senior National Equality Officer) and the Presidential Team.

Lola Oyewusi
Black members SOG delegate

Labour Link Forum

Labour link special forum 2021 took place on Saturday 3 July. Mark Drakeford, First Minister of Cymru/Wales was expected as a guest speaker but did not attend.

Motions were largely about pay and social care, the impact of the Tory party in power, Covid-19, Europe and the changes which need to be put in place to protect us at work, contracts, commissioning CEDAW and Brexit.

Our motion, The increased decimation of Black workers, discussed the rise of the far right. Trans and LGBT+ members spoke to conference at an intersectional level. Amendment 17.1 (Scotland) and motion 18 (National Disabled Members' Committee) both also encouraged inclusion and support for BAME activists.

There were elections held during conference and the results of all motions and elections are as follows

The outcome of the votes was as follows:

1.	Keeping Pay on Labour's Agenda	Passed (as amended by 1.1)
2.	Public Sector Pay	Passed (as amended by 2.1)
3.	NHS Pay	Passed
4.	Local Government Pay Freeze	Passed
5.	Future Social Care Coalition	Passed
6.	Social Care	Passed (as amended by 6.1)
7.	Covid 19 – the Tories Failure to Deliver and Big Business Profiteering	Passed
8.	Charity Contracts: Race to the Bottom	Passed
9.	Automation	Passed
10.	Academisation	Passed
11.	Rights at Risk after Brexit	Passed
12.	Incorporate CEDAW into Domestic Legislation	Passed
13.	The Increase in Decimation on Black Members	Passed
14.	Continuing the Support for Self-Identification	Passed

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|-----|--|--------------------------------------|
| 15. | Climate Emergency | Passed (as amended by 15.1) |
| 16. | Trident | Passed |
| 17. | Strengthening our Labour Link | Passed (as amended by 17.1 and 17.2) |
| 18. | Strengthening Inclusion for Disabled Members in our Movement | Passed |
| 19. | Political Education | Passed (as amended by 19.1) |

In the ballot for Labour Link SOC, Josie Paszek was elected uncontested as the only woman candidate. In the vote conducted on Saturday during Forum, Andrew Herridge and Brian Walter were elected. Congratulations to those who were elected and commiserations to the other candidates.

Elizabeth Cameron
Black Members SOG delegate

TUC Black Workers Conference

The TUC conference arrangements were different this year due to pandemic restrictions. In place of a physical event there was a webinar and online workshops.

The first session, Racism – A Trade Union Response, had a panel that explored how we can use momentum from the Black Lives Matter campaign to make Trade Unions more effective for Black workers.

This session was followed by ‘Making Black Lives Matter’ where a group of panellists discussed how trade unions can contribute towards the building of an international Black workers movement against racism.

The first day finished with the launch of Roots, Culture and Identity, an event organised by the TUC and Artists Union.

Several workshops were organised for the Saturday of conference where participants could feed in their views. Topics for the sessions were organising, negotiating and collective bargaining, public policy and Black unions and representation. The day finished with the World Against Racism online rally to commemorate UN Anti-Racism Day.

On the final day a seriously brilliant Panel of Black scientists discussed how vaccines work with the immune system in the ‘Race, COVID-19 and the Vaccine Webinar’. The development of the COVID-19 vaccine, the issues that Black communities need to consider, and vaccine hesitancy were all discussed. The recording of the session is available on YouTube and is highly recommended.

It was not possible to debate motions online, instead the Committee debated motions that were opposed including amendments. The Motion chosen to go to Congress in September 2021, was Motion 6 ‘Tackling the widespread Epidemic of Structural and Systematic Racism’.

Carol Sewell
TUC Black Workers delegate

TUC Congress

The 153rd annual TUC Congress took place online 12th – 14th September 2021. Congress started with the theme – ‘Unions building dignity at work’ which was a great theme as many Black workers could relate to the call for dignity at work, especially when we are constantly facing racism and racial abuse in workplaces across the UK.

I was part of the UNISON delegation to Congress, and I was asked to move the UNISON motion - Tackling structural racism in the workplace. The speech was well delivered with passion, energy, enthusiasm, intent and well-crafted to understand racism in the historical context. After paying tribute to those who lost their lives due to Covid-19, I stated the following:

“Congress lived experience of structural systemic and institutionalised racism, is a daily experience for many of us Black and Migrant workers. Can you imagine going to work kind of half – expecting that you may be racially abuse for simply doing your job, if you are lucky, and if you are not lucky enough then you get physical racial aggravated assaulted. That’s exactly what has happen to a Black Nurse I’ve been representing at the workplace, and the case is currently going through the Court.’

I touched upon the tragic death toll of Black workers during the pandemic and called upon the General Council to produce resources to support the work of trade unions and to challenge the Government’s attempts to use the Commission on Race and Ethnic Disparities report to dilute efforts to tackle institutional racism.

Congress discussed Covid-19 and how too many workers were under-protected and over-exposed to the virus. Black workers specifically had additional vulnerabilities created by a lifetime experience of structural racism, from housing to healthcare and across every institution. TUC research also exposed the over-representation of Black workers in insecure work, being twice as likely as white workers to be in agency work and more likely to be on zero-hours and temporary contracts. The tragic death toll of Black workers during the pandemic should have renewed a commitment to tackle racism. Instead, the government minimised the reality of racism and dismissed the concept of institutional racism. Where the government steps back, the trade union movement must step forward and Congress welcomes the creation of the TUC race equality Taskforce and its work.

Kebba Manneh
Black members representative to TUC Congress

National Disabled Members’ Conference

No report received

Special Health Conference

No report received

REGIONAL REPORTS

Eastern Region

The beginning of the year saw us embracing new ways of working given the pandemic and looking to being agile and considering our health and mental wellbeing. Working with employers was encouraged in finding a middle ground that would suit individuals along with ensuring a positive family life balance especially where members felt isolated.

We also discussed issues of conducting risk assessments and shared experiences around this, encouraging members to make sure that they were having these done in their workplaces.

A workplan for the forthcoming AGM and the Education Weekend was discussed and consisted of workshops on the menopause and prostate cancer and encouraging young Black worker involvement.

We also participated in an Eastern Region Joint SOG meeting – potentially the first – which proved fruitful. These are so good because they create bridges between several SOG groups that can discuss issues with common ground and helps formulate ideas/ good practice /networking opportunities so that we assist one another in UNISON. We also held meetings involving Aspire Black Suffolk, a community-led initiative encouraging positive discussion around engagement in African-Caribbean heritage and culture.

Our meetings have grown in attendance with almost forty members attending one meeting.

A Race Protocol Review was carried out in June by our Regional Organiser regarding awareness, referrals, and success. This piece of work is ongoing and will form part of our AGM/ education weekend training in November.

We have submitted motions to the National Black Members' Conference 2022. Let us hope conference goes ahead in person in 2022 without having to change to a virtual format.

We continued to personally engage with our members at our regional meetings and have taken soundings and updates from every member that attended with regards to their branches, Covid and any specific problems that have arisen.

We have had a very successful training workshop on Empowerment, led by members within our group as well. We have also had training from the Learning Team around Digital working and identify stress /coping mechanisms during these stressful times.

Brian Pereira & Maureen (Mo) Tsentides

National Black Members' Committee, Eastern region

East Midlands Region

May 2020: Gilly Anglin-Jarrett drafted a statement on behalf of Black Members about the racist murder of George Floyd, the Regional Managers placed the statement on the Regional Website front page.

July 2020 statement about role Black people in the NHS to celebrate 72 years of the NHS.

July 2020: Gilly Anglin-Jarrett one of the Co-Chairs for the RBMC created an online survey on racism in the workplace, as a result of a group of Black members being racially abused in a workplace. We were the first in our union to do a survey about racism in the workplace.

The Regional Office sent the online survey link out to all members in the region; 1216 members replied to the survey about racism in the workplace. The analysis showed:

- 29% of all respondents had witnessed Black colleagues experience discrimination in the workplace
- 59% felt unable to challenge the discrimination they saw
- 64% of Black members who responded had experienced racism directed towards them in the workplace
- 70% of Black members who have experienced racism directed towards them in the workplace have not raised the issue with their branch.

November 2020: The Secretary from the EMIDS Regional LGBTQ+ committee wanted to show their support for Black Lives Matter and a conviction for those involved in the racist murder of George Floyd; he asked Gilly Anglin-Jarrett to draft a statement for their regional publication.

February 2021; The survey results were discussed at the RBMC meeting and the Co-Chairs Gilly Anglin-Jarrett and Marlene Blake proposed to the RBMC, that the RBMC lead a campaign based on the survey results called 'Having the uncomfortable discussion about racism in the workplace', the RBMC all agreed with the suggestion and also confirmed a Campaign implementation Team of four people. This included the two Co Chairs, the Deputy Regional Convenor James Minto and a Branch Convenor Najeeb Nazir.

At the RBMC meeting in April 2021 our new General Secretary Christina McAnea attended that virtual meeting and answered questions on the following topics:

- Her commitment to racial equality
- Black Members development in all structures of our union
- Support for racial equality in all our workplaces
- Role of Regional Staff supporting the campaign

Christina gave 100% support for our 'Having the uncomfortable discussion about racism in the workplace', she was also fully supportive of all the topics we raised.

The 2 Co-Chairs worked with the Secretary to the RBMC in designing lanyards to support the campaign, these were sent out to RBMC members, all Branches and regional in the region. The message was in UNISON's lilac and white colours; on one side of the lanyard it said "Having the uncomfortable conversation about racism in the workplace"- on the other side of the lanyard "East Midlands Leading the Way"

The Campaign Team agreed to go to Branch Committee and Branch Executive meetings to do presentations about the campaign, the RBMC members also agreed to promote the campaign in their Branches too.

At the July 2021 RBMC meeting the Co-Chairs invited our Regional Secretary Chris Jenkinson to discuss the Regional Staffing support for our campaign. Chris also gave us 100% support from all the regional staff for the full eventual implementation of our campaign across the East Midlands region.

Prior to the meeting the Campaign Team amended Chris's Project Plan so that implementation of the campaign could start in a focused way e.g. 20 Branches, who had Branch Black Members Officers, diverse selection of employers/service groups.

There are key aspects to our campaign:

1. It's about challenging racism in the workplace from a Branch organising strategy
2. Also identifying white members who the Branch can support them changing from being silent witnesses to active champions by becoming workplace reps
3. Helping white colleagues/members who have seen racism in the workplace against their Black colleagues and having that uncomfortable conversation with someone who looks like them
4. Supporting the Branch to develop effective Branch Black Members Self Organised Groups (BMSOG's)
5. Assisting the Branch Leadership in empowering Branch Black Members Officers and Branch Equality Officers, to provide support and engagement amongst Branch Black Members via the BMSOG
6. Creating an engaged Branch BMSOG that can share workplace issues through to the Branch Leadership by their Branch BM Officer

July 2021 EMIDS Regional Council - Co Chair Gilly Anglin-Jarrett representing the RBMC, gave a presentation about the campaign, all in attendance thanked the RBMC for taking this initiative in the region and they wanted to know how soon they could have a presentation at their Branch.

From April 2021 to present, Gilly has presented the campaign to 9 Branches in the East Midlands, 1 Regional Council and the Regional Police and Justice Committee.

Resources to support the campaign

January 2021: Gilly created with Corall Jenkins (Regional Organiser for the RBMC) 2 flyers, a Branch guide on PowerPoint and did a 2 minute 30 second video to promote the campaign. All were uploaded onto the regional website and the video was linked to YouTube too.

February 2021: The regional support team sent out the Branch PowerPoint Guide to all 54 Branches,

April 2021: The Chair of the NW RBMC requested details about our online survey and the campaign, the Secretary of the Eastern Region also asked permission to use our campaign resources too.

We are using our 'uncomfortable conversation about racism in the workplace campaign' to improve the way that Branches recruit and organise their Black workers and members. The campaign will give them help to do the following:

1. Supporting the Branch to develop effective Branch Black Members Self Organised Groups (BMSOG's)
2. Assisting the Branch Leadership in empowering Branch Black Members Officers and Branch Equality Officers, to provide support and engagement amongst Branch Black Members via the BMSOG
3. Creating an engaged Branch BMSOG that can share workplace issues through to the Branch Leadership by their Branch BM Officer

September 2021: Co Chairs sent a letter to all Branches and Regional Committees about the AGM, BHM Event and about giving their contact information to the Regional Black Members Mailing List team.

October 2020: Virtual AGM we discussed how to still have meetings during the pandemic, how to get the region to evaluate the negative impact of Covid on Black Members and also how many employers were treating Black Members in a discriminatory way.

October 2021: Virtual AGM with Guest Speaker Yvonne Coghill, Retired Senior Leadership Officer on Race Equality from the RCN. Theme of the AGM was Working Together for Black Workers and White Allies.

October 2021: Virtual BHM Event with the theme 'Successful Lives Matter', the only Black CEO across the East Midlands statutory agencies, Mel Barrett was the Guest Speaker.

Planned future activities include the Campaign Action Plan Team (RBMC Leads are 2 Co Chairs and 2 Convenors) to draw up campaigning bid with the Regional Secretary and also the Equality Manager in the East Midlands to support full implementation across the East Midlands.

Supporting Branches and other Regional structures to promote the RBMC meetings and to give the Regional Admin Team their contact information for the Regional Mailing List especially from under-represented service groups and SOG's.

We will also be developing bespoke training courses for Black Members Officers to come together and be more organised collectively as well as training on how to become a councillor.

Committee Organisation

The RBMC doesn't have an election process; all Black Members in the East Midlands are welcome to attend.

The Regional Team sends out invites about RBMC meetings to all Black Members on the Regional Black Members Mailing list.

The RBMC meet 4 times a year but additional meetings can be organised.

Committee Co-Chairs – Gilly Anglin-Jarrett, Marlene Blake

Greater London

The RBMC continues to review the race discrimination protocol and as part of the NBMC working group, continues to focus on ensuring that members' positions are protected. This is enabled by the Region assisting members to trigger the ACAS Early Conciliation process, allowing protective claims to be lodged within the specified time limits in which to bring Employment Tribunal claims. The RBMC has welcomed Senior lawyer Brian Wilson from Thompsons at a committee meeting and also Rakesh Patel at NBMC meetings, in order to update both committees on the cases dealt with under the protocol and race discrimination cases in general.

The RBMC continues to review the protocol and the number of cases submitted in the Greater London Region. Thompsons report that 40 such cases were received during 2020. It was agreed that Brian Wilson shall be invited to address the committee on a regular basis. The Region is monitoring and ensuring that Race Discrimination Protocol (RDP) is part of Employment Rights Act (ERA) training.

The committee continues to meet online to discuss Covid-19 related issues, focussing on support and guidance needed. The committee deliberates on developing and organising our members to feel empowered to challenge racism in their workplaces. The committee also focuses its attention on motivating and developing aspiring leaders, to aim to occupy influential positions in society through offering training such as "How to become a Councillor". The committee, through its working groups, signposts members on how to access the support and assistance that UNISON offers to its Black members.

The online meetings and/or webinars for Black members, provides an opportunity to feed into and engage with the union. The committee uses online meetings / discussions to share concerns and highlight issues, which members have found to be both engaging and useful.

The Regional Equality Strategy has six objectives, which will follow through on the work plan points of the Region. "Equality issues are not an 'add-on' or 'bolt-on' to everyday trade union work, they are the core of what we as trade unionists do. Dealing with equality issues is not more work, it is the work of the union". The RBMC continues to work with the Region to ensure that the equality strategy informs and encourages the mainstreaming of equality issues throughout the Region and Branches.

A summary of recruitment activities run by the Region in conjunction with the RBMC.

- Work with the Self-Organised Groups (SOGs) to promote attendance at SOG conferences
- Work through the Organising Framework process to map Branch level of Self-Organisation and recruitment.
- Encouraging SOGs to share best practice and supporting Regional SOGs with their work plan
- Collate and showcase best practice of Self-Organisation and distribute

RBMC AGM 2021 - The GLR BMC AGM took place online on Thursday 30 September and was well attended by 50+ delegates. The AGM elected Adejare ('Jare) Oyewole as Chair and Annette Heslop/Lola Oyewusi as Vice Chairs.

Year on year the Greater London Region continues to increase the number of delegates and visitors attending National Black Members Conference and other SOG and service group conferences.

The Greater London Region has historically had a policy that one in three Branch delegates attending National Delegate Conference should be Black, so as to accurately reflect the population of London. The Regional Committee reaffirmed their position on this in October 2014. As the Online Conference System (OCS) does not apply such a rigid formula for NDC since 2015, the Region has implemented a manual checking system to ensure that all delegations from London meet this criteria.

The National Black Members Live! event took place online from Friday 22 to Saturday 23 January 2021, replacing the usual in person annual conference. Online sessions included keynote panels, webinars and workshops. The Regional Black Members Committee encouraged Branches to register delegates and visitors and as in previous years, the Region was well represented.

We organised and ran the following events / training:

- Networking day
- Becoming a Councillor training
- Parliamentary event

Working groups:

- The RBMC 2020/21 work programme that was agreed included:-
 - o Recruitment and Organising/promoting self-organisation
 - o Motions
 - o Black History
 - o Health
 - o Immigration
 - o Political Awareness.

Each working group met online at various times to plan events and discuss strategies where no event has yet taken place.

The Recruitment and Development Working Group

A training / networking day for Black members was held in May 2021. The working group met virtually and used email to plan the event, which took the form of 2 sessions held over 2 days. The program included workshops on topics such as setting up a Branch SOG, organising campaigns, as well as networking opportunities. Given the new landscape that we find ourselves in, the program included a vital workshop concerning how to live and develop oneself with the Covid-19 era.

The working group plan to carry out a survey of Branches to provide an indication of activity of Branch Black Members groups across the Region. The working group feel that there is a need for more information on how to establish a group and to understand the activities that well established groups are undertaking to share good practice. To this end, the working group plan to review the leaflet “10 Good Reasons for having a Branch Black Members Group”. The working group plan to collate and showcase best practice of Self-Organisation and then distribute widely. The group also agreed to re-circulate the SOG survey to Branches that are yet to respond.

The working group have also discussed encouraging Black members to aspire to leadership positions within the union. The working group is in discussion with Learning and Organising Services (LAOS) to assist in designing a Black Leadership training course for Branch and Regional officers to be held later this year or early 2022.

Political Education & Engagement

The group hosted a parliamentary event titled 'Becoming Politically Active' on the 13th of July. Along with the main speaker Abena Oppong-Asare MP, were committee members, Simone McCoy, Ann Horsfall and Antonia Bright, who gave presentations on wellbeing and community activism. The online event was interactive and saw a high level of engagement from attendees. The personal testimony from Abena Oppong-Asare MP, charting her trajectory from UNISON member at Branch level to the Houses of Parliament, garnered much interest and proved useful to those in attendance. Feedback of the event from attendees was extremely positive.

The Political Education and Engagement working group seek to tackle racial inequality in politics, hence focussing on political education, how to get more involved, how to progress and how to motivate Black members to become involved in politics.

How to become a Councillor training event (open to all Black members affiliated to the Labour Party) was held on 30 March 2021, with a further event taking place on the 28 July 2021. Attendees commented that they felt motivated to pursue Councillor positions as a result of the events.

The working party noted the difference that previous 'Becoming a Labour Councillor' events made, with several colleagues now elected into office. The latest being colleagues elected as Councillors in Croydon and Islington Local Government areas at the May 2021 local council elections.

Part of the committee's focus is on pathways into political office, not just as a Councillor, but other ways to strengthen Black members' positions in the local community and to make a difference. The working group is also considering holding a workshop / seminar on political campaigning and lobbying.

Health and Well-being

This working group plans to update materials previously produced on those health issues that particular affect Black members, and also produce additional leaflets focussed on the issues that the Corona virus pandemic has highlighted as a health inequality affecting Black members. This is with a view to hold an event or seminar later in the year.

The committee has scheduled its Policy day to take place on the 18th November 2021. At the Policy Day in November, the committee aims to discuss topical issues and also set the agenda for the coming year.

The committee's strategic plan in developing work plans that allocate resources to key priorities, will help the group to continue to grow and therefore be in a stronger position to deliver more for our members in specific areas, i.e., in defending jobs, challenging discrimination and discriminatory practices and strengthening our political weight within the Region. Key areas include stewards / leadership development, communication, participation and health and well-being.

To this end, the committee work streams will focus on the organising and development of members, health issues affecting Black members, political engagement, immigration, Black History and motions.

The priority for the RBMC will be to continue to represent and promote the best interests of Black workers in London in particular and to encourage them to join and become active in our union.

Black History Event

The committee hosted its first online Black History Month event on the 23rd October 2020. The theme of the event was 'Black Lives Matter', which was especially topical

and relevant given the murder of George Floyd and others. The joyous event, which featured music, poetry, and inspirational speakers gave opportunity for the Region to recognise and celebrate Black Lives.

The theme for 2021 is “Breaking through the glass ceiling”. The interactive event will include guest speakers and music and will take place on the 29th October.

Immigration

Throughout the pandemic and numerous lock-downs, the group continued to share important information and developments via WhatsApp group chat. The working party met on the 19th August 2021 and were able to discuss what approach it might take in order to combat the challenges that face us now. As everything re-opens, the group recognises that the present government has begun to take further steps in extending its hostile environment. The introduction of the Nationalities and Borders Bill criminalises asylum seeking and presents a dangerous turn in anti-immigrant racism. This summer the newly re-started process of mass deportations of people to Jamaica, Nigeria / Ghana, with the new addition of Zimbabwe and Vietnam presents another threat, while the impact of the Windrush scandal continues and may even be repeated.

To deal with these new challenges, the group agreed to draft a motion to take forward Regionally and Nationally, opening up the discussion and taking a lead as Black workers. The group believes that clear union policy in addressing the current struggles and condemning the Borders Bill is needed, so it may serve as a blueprint for both the committee and Branch activists.

In the forthcoming cycle, the Immigration Working Group aims to organise a symposium, which had been an objective prior to the pandemic. The group hopes to bring together members across the sectors for fuller discussion, sharing of ideas and practice in fighting the hostile environment in all its forms.

Future Plans

As we emerge from the pandemic using the crisis as a turning point, the committee believes that we cannot allow the inequalities that exist in our workplaces and our society to remain, but that rather, we must remain visible through our work and activities. Innovation is happening everywhere, every day and each and every one of us has something to offer.

- The committee will meet on Thursday 18 November for its annual Policy day and will seek to review the vision statement and other governing documents, plus agree the various working parties that will facilitate the 2021/22 work programme. The current work programme includes: recruitment and organising, motions, Black History month, setting up a Self Organised Group, immigration and political engagement.

Alongside the NEC annual objectives, the Region has a Regional Plan that focuses on four key themes:- developing stewards / leaders, communicating with members, improving participation in the union and bargaining / campaigning; the RBMC will consider how these might best be incorporated into its workplan.

Committee Organisation

The Regional Black Members Committee is elected by service group. Branches are invited to make nominations to service group specific seats in line with the agreed constitution. If contested, the AGM elects to those seats by secret ballot.

The committee meet 4 times a year including the AGM and Policy Weekend.

There are reserved seats for LGBT+, women and disabled members.

Committee Chair – Adejare Oyewole

Deputy Chairs - Annette Heslop, Lola Oyewusi

Northern Region

Throughout this year our committee members have supported branches and members to ensure that workplaces were safe enough to allow Black staff to carry out their duties or return to work. Pursuing robust processes to ensure Risk Assessments were in place.

We have written to all health branches to encourage them to take up the Race For Equality campaign, we are working with several branches to support them in acquiring equality information (WRES) from their Trusts around recruitment, service reduction and disciplinary actions/outcomes.

We are working with several branches and Show Racism the Red Card to provide anti-discrimination & equalities for members and managers across workplaces to challenge discrimination and unconscious bias. Promotion of SRTRC Ambassador Programme (which was developed in Northern region).

Our committee members actively recruit Black staff in their workplaces and amongst their networks. Regionally we also encourage branches to promote specific recruitment and organising sessions to reach out to Black staff.

Committee members are playing vital roles in their branches to organise activities to mark Black History Month and promote Wear Red Day to raise funds for locally based national anti-racism charity Show Racism the Red Card.

Our committee is committed to developing a future leaders programme to identify and nurture our Black members.

Following the disruption COVID-19 has caused over the last 18 months and recent changes to the regional support officer, our Regional Black Members Committee is developing its regional action plan for the next 12 months aimed at continuing to increase participation of Black members in all our regional structures.

The committee will look to prioritise work based around UNISON's 4 objectives, to recruit and organise Black members across the region. To work with employers and branches to raise the equalities agenda in workplaces and ensure Black workers are safe at work.

The committee will continue to campaign for higher standards for Black members in work and wider society through planning and delivering training for members and their colleagues and managers in work. Through creating links with local Councillors and MP's and to participate in high profile campaigns and local events such as the Newcastle and Middlesbrough Mela's building alliances with local community groups and charities.

The group itself will also work to strengthen its own ability to communicate with its members and build participation at local branch and national committee levels into 2022 and beyond.

Committee Organisation

Regional Black Members Committee is elected by the members of the Self Organised Group at the Annual General Meeting.

The regional committee meets quarterly.

Committee Chair - Mavreen Ncube

Deputy Chairs - Miriam Mafemba, Doreen Chananda

Northern Ireland

New Black and Migrant Workers have been joining UNISON online in our region in significant numbers. This partly illustrates the high level of recruitment of new overseas staff by the Health Trusts and independent care home providers in our region, but also the visibility and relevance of UNISON as a source of support for newly arrived Black and Migrant worker new staff. It also reflects the increased online activities that have marked the last 18 months and allowed us to reach new audiences.

The Black members conference, at the end of January for instance, is always an important date in our B&MW group calendar. However, the event being replaced by online talks and workshops also offered an opportunity to have 23 participants registered from our region, instead of the handful of members usually travelling to Great Britain every year.

Our region has also widely advertised events organised centrally around anti-racism / the effect of covid on Black members / Anti-racism International Day event, etc.

The number of online events soared throughout Covid and Anti-racism and Black community activism was visible in the last two years in a way that was very much unprecedented in Northern Ireland.

Within our region, UNISON continued to work via online platforms and zoom events to welcome new members and encourage others to join. We had a number of these welcome events for information / introduction etc. for B&MW through several Trusts / hospital led branches.

In May our group took part in a series of events coordinated by the Irish Congress of Trade Unions (ICTU) as part of their May Day weeklong programme of activities.

There were several workshops focussing on tackling discrimination in the workplace. These events were important in terms of the information shared on the day, as well as in terms of visibility of our union in the Black community sector and amongst newly arrived migrant members.

We have worked closely in particular with ICTU, Migrant Centre NI and with City of Sanctuary and NICRE throughout the year.

Our group prepared a contribution to UNISON's submission to the Northern Ireland Affairs Committee on the 'experiences and challenges of minority ethnic and migrant people living in Northern Ireland' and will be giving oral evidence in the autumn.

Members of our group working in hospitals were also active in their local campaigns and initiatives, such as International Nurses Day.

The Black and Migrant Workers group (B&MW) seems to be finally coming out of a long period of struggling with numbers. New members who are becoming stewards in their own branches have joined the group and we have not had that many new faces at a meeting (albeit on zoom) since long before the start of the pandemic!

When the group does not meet formally on zoom, people are still actively communicating through our WhatsApp group.

The group has continued to send e bulletin after formal meetings to keep all B&MW members in our region aware of events and news of particular interest to Black members living and working in Northern Ireland.

Our group continues to be represented in the local parliament's All Party Group on Ethnic Minorities coordinated by one of our members; and we are delighted to now

have representatives on the UNISON National Black Members' Committee.

Several of us registered for a training session with Hope not Hate – to see whether that specific session would be useful as part of the education programme locally and this will be reflected in a regionally tailored version of the training being put in place in the Autumn.

We are also currently working on a questionnaire to send to B&MW to update our data and have a more up-to-date picture of the make-up of B&MW members in our region as the data became patchy after the introduction of GDPR. We are using this opportunity to survey priority issues for our members currently.

Other activities linked to UNISON objectives and priorities for 2022

Access to immigration advice and representation

This area has been on our agenda for many years. We have presented a motion to our own regional council and to black members conference on many occasions.

However, the need for a change is more pressing than ever as the number of members on work permits seem to have soared in the last two years. This combined, with the EUSS deadline, mean that there is potential for many cases of people faced with a combination of work / immigration issues. A remote general advice phone line one day a week is not be enough when legal intervention is required.

Black members and Racism in the workplace

Our group has identified race discrimination at work and the lack of promotions for Black members as two areas they want to focus on in the coming year.

It is recognised that more needs to be done to represent Black members in branches in our region and ensure that Black members are and feel represented at branch level.

Committee Organisation

Participation remains opened to all Black Members and Migrant Workers in the region.

The group has 6 meetings a year. The group also meets in between depending on activities / social events agreed for the year.

Each meeting is followed by an email bulletin sent out to all Black and Migrant Workers in the region. This has details of our decisions and campaigns as well as courses and relevant events coming up.

A hard copy newsletter is also produced with a report following the Black Members' conference at the start of the year. This is sent to all Black and Migrant Workers in the region.

Black Members who attend the meeting on a regular basis are drivers in pushing issues that should be dealt with.

Members who attend the BMWC meetings report back to their branches.

A report is produced on the activities of the group for each Regional Committee meetings and our delegates use these as an opportunity to link with branches as well.

North West**Building Black Members Organisation:**

Given the disproportionate impact of Covid on Black People and the murder of George Floyd which sparked the Black Lives Matter Movement, NWBMC has responded to this by holding monthly online sessions with Black Members. We have experienced a huge increase of participation and we have 17 Officers elected at our AGM. During the course of the year we have established new Black Members Groups at Bolton, Wigan Countess of Chester Hospital, Manchester University and Manchester Foundation Trust Hospitals Branches. Other groups have continued to develop and grow.

North West Black Members Committee- January 2021. Guest Speaker Bell Ribeiro-Addy MP Streatham

Bell spoke about issues regarding Covid and how the impact on Black community is suffering in the pandemic for a number of reasons socially, employment opportunities, education & austerity. Housing social environment and housing issues. Demonstrated the social and economic inequalities that is a pre-existing issue but now highlighted.

More People have joined Trade Unions during the crisis which has contributed to the surge of activism.

Black Lives Matter has assisted people to speak out about Social Injustice. Over 30 Black Members in attendance.

May NW Black Members Committee Meeting:

Our Guest Speaker online from Washington, United states was Elise Bryant, Coalition of Labour Women President & United Against Hate (US). Elise is a trade unionist and an activist from USA Black Lives Matter Movement. Elise gave an inspiring presentation including vocals promoting enough is enough, we Believe in freedom and the union bringing us all together. Over 30 Black members attended.

TUC North West Black Workers Forum - Open meeting

Unions - Tackling Racism and Organising Black Workers-30th June:

Unison Black Members helped to organise and attend the launch of the NW TUC Black Workers Forum. Over 35 Black Members from 6 different unions attended. They were addressed by Wilf Sullivan - TUC Race Equality Policy Officer and Shavana Taj - Wales TUC General Secretary. A healthy discussion took place on the importance of this forum and building strong Black Member involvement in all unions

Survey for NW Black Members- Racism at Work- Share your experiences

The Unison North West Black Members Committee supported by NW Unison Region have sent a racism at work survey out to Black Members in July. We wanted to better understand the real experience of our Black members, look at how to improve support and how we improve representation at all levels of our union. Initial findings from just under 300 responses show:

- 75% respondents felt isolated or uncomfortable at work due to your skin colour race or ethnic background

- 33% experienced racist abuse from a colleague, customer, or manager
- 78% have experienced racial abuse at work
- 50% raised it with their employer. Only 20% told their Union.
- 34% did not feel their employer adequately incorporated the increase risk to Black workers in the risk assessment during the Pandemic
- 23% were unable to continue working safely during the pandemic
- Only 45% aware of Black members conference
- Only 37% aware of Black Members self-organisation
- 75% people wanted to get more involved in Black Members organisation.

George Floyd-Black Lives Matter Anniversary of his death- Tuesday 25th of May. NW Unison Black Members Committee supported a variety of Take the Knee events instigated by our activists with the involvement of trade unions, community and councillors. A number of public buildings were lit up purple in solidarity.

NW Stand up to Racism Conference-4th July

The Conference was fully supported by NW Unison and speakers included our own NW Convenor, Rena Wood. It highlighted the 40-year-old uprising across Black Communities and the lessons for struggles today. It pledged its opposition both to the Police, Sentencing & Crime Bill, as well as the Nationality & Borders Bill which were attempts to silence the opposition to the Government and to use racism to scapegoat people seeking asylum & refugees. It was agreed to support a Take the Knee Protest on Tuesday 5th of October in St Peters Sq. to coincide with the Home Secretary's, Priti Patel's, speech to Tory Party Conference.

Palestine Solidarity

A number of activists from NW Black Members Committee organised and attended protests in support of the Palestinian people after the attacks on Palestinian homes in Jerusalem, the West Bank and Gaza. #SheikJarrah

Future activities

5 pm 21st October, NW Black Members Committee AGM with Guest Speaker: Margaret Greer, National Equalities Officer, Unison.

Training- The Black Members Committee is working with others to develop Hate Crime training to take place later this year. We are also keen that that training takes place around Collective Bargaining around Equalities. Finally, we are planning Black Leaders training which will be open to all Black Members across the Region.

Committee Organisation

The committee meet 3 times a year with additional officer and member meetings where necessary.

The committee has reserved seats for LGBT+ and disabled members.

Committee Chair – Ameen Hadi

Deputy Chair – Sonia Stewart

Scotland

No report received

South East Region

In February 2021 we held free workshops for members hosted and delivered by Hope Not Hate – “Having Difficult Conversations.”

We supported the Race for Equality Campaign and challenged the placement of high-risk Black members in Covid wards at the start of the pandemic.

We held online webinars and Workshops on the following:

- Black Members Tackling Racism
- Black Members Matter
- Eradicating Racism in Your Workplace
- Unconscious Bias
- New Black Members Officers
- Tackling the discrimination facing Black women and
- improving their activism in UNISON
- Improving Confidence for Black Activists

We are organising refresher activities for activists on use of UNISON's Race Protocol.

We also developed and ran a one-day course for RBMC on Improving Confidence for Black Activists

Future activities

Weekend 15/16 October, SE RBMC are hosting a Panel Event for Black History Month, including a Q&A session with renowned Historian and BBC TV presenter David Olusoga, author of the book “Black and British.”

The event will feature presentations from members of the committee about Black people who have inspired them, and a Quiz. We will have breakout rooms and ask for feedback from attendees on the priorities and issues facing Black members as we think about our Action Plan for 2022.

On 15 October we are running a one day “Black Leadership Skills” course which has 37 delegates registered.

Committee Organisation

The committee members are nominated and ratified at the AGM. If there are more nominations than spaces, an election is held.

The committee meet 4 times a year.

Committee Chair – Rosita Ellis

South West**No report received**Cymru / Wales

UNISON Cymru Wales Black Members' Committee sponsored and worked with Race Equality First (REF). REF has been funded by Equality and Human Rights Commission (EHRC) to deliver the report for Wales on Racial Inequality. The report – the first of its kind in Wales - has been developed to inform the next United Nations examination of the United Kingdom and aims to investigate whether the UK has successfully tackled racial discrimination in areas such as policing, the criminal justice system, employment, and education.

UNISON Cymru Wales Black Members' Committee produced a programme to mark the 23rd August 2021 as the UN International Remembrance Day for the abolition the Slave Trade by Webinar, and invited the NBMC Members, regions, and wider UNISON family to symbolically remember our Brothers and Sisters who lost their lives in their collective struggle for freedom.

The Committee was instrumental during the Welsh Government consultation process of the Race Equality Action Plan (REAP), attended every focus group meetings and contributed positively.

Kemba Hadaway-Morgan, our Cymru Wales Black Members' group activist and former UNISON City and County of Swansea branch equality officer was commended at the Ethnic Minority Welsh Women Achievement Association ceremony. She was presented with the Management and Leadership award and the Rhodri Morgan award. As a result of her initiative in raising the disproportionate impact of Covid on Black people with Swansea council, the authority formed a committee of senior managers who worked with Kemba to develop a specific Covid risk assessment for Swansea's BAME staff – the first authority in Wales to have one. Welsh government invited Kemba to write a report of this work and she then worked with Welsh government, as the trade union representative, to develop the all-Wales Covid risk assessment.

Due to Covid-19 restrictions the Black Members SOG hasn't physically met this year and has found recruitment activities difficult during this period.

Future activities

- Ensure branch / regional recruitment events have a focus on BM recruitment.
- Raise the profile of BM SOG in branch communications and ensure BM recruitment has a focus in branches.
- Influence branches to map black members in the branch and establish a Black Members Officer in each Branch.
- Ensure Cymru Wales Black Members conference motion actions (if passed) from National Black Members Conference are implemented in Wales.
- Ensure that any Cymru Wales Black Member actions / motions agreed at regional level (Regional Council) are implemented.
- Continue to produce a newsletter.
- Development Weekend.
- Continue work with & provide sponsorship / support with Black History Month / Show Racism the Red Card (SRtRC), Race Equality First (REF), and Race

Council Cymru (RCC).

- Establish a CWBM led campaign to address the issue of Systemic, Structural, and Institutionalised Racism in Wales, namely the collective failure of Local authorities, Health Boards & Police forces to appoint a Black Chief Executive officer or any significant numbers of black executive nonexecutive officers / senior managers.
- Seek funding from the regional pool as appropriate to support research in this area to further understand the barriers to black member's career development.
- Race discrimination protocol arrange training and updates.
- Equality Impact Assessment training.
- Campaigning training.
- Finance bid / regional pool bid for materials, seek quotes associated to additional campaigning work & events.
- Thompsons Solicitors – Indirect Discrimination addition training for branch reps.

The ITV/Wales & Cymru/Wales UNISON NHS Black workers' Survey findings are concerning to the Committee. The Black Members' Committee would like to work with the Regional Health Committee to set up Workforce Race Equality Standards (WRES) in Wales covering Health and Social Care settings as a standalone organisation which will give confidence to those of us who may suffered racism and racial abuse can actually come forward and be able to report their experiences without fearful of bullying, harassments, or losing their jobs. The WRES will support UNISON Race for Equality (R4E) campaign which is led by Cymru/Wales Regional Health Committee in partnership with the National Black Members' Committee (NBMC).

Further survey/research should be commissioned to provide accurate workforce intelligence into racism and racial abuse to cover rest of the public sector organisations in Wales. Accurate workforce intelligence into racism and racial abuse will be a viable toolkit to challenge racism at workplace as part of UNISON National campaign.

Committee Organisation

Committee Chair - Kebba Manneh

Secretary - Denise Thomas

West Midlands

We have organised a series of events across the year to promote equality:

- Hate Crime Awareness training
- UNISON Race Protocol training
- Windrush
- Defining Black

Throughout COVID it has been hard to keep in contact with our members but with the use of technology, using Zoom and Teams we have had more of our Black members attending and engaging more within the committee and planning events on how to be more involved and active.

We have worked this year on ensuring some of the more practical areas of the committee are up to date and this has included mailing list checks, updating our constitution and meeting schedule, it is hoped that doing this will mean we are in a better position to organise going forward.

The committee try to focus all of its work to the UNISON objectives and priorities of the Black Members Conference. This year has been made more difficult by COVID, but we have organised events including:

- UNISON Race Protocol training
- How to Eliminate Racism in the UK?
- Defining Black

Future Activities

The committee has planned these activities for 2021, some will take place during Black History month.

- Hate Crime Awareness training
- Bystander Intervention training
- Indian Farmers Dispute
- Researching Enslaved Women of the Caribbean
- How to Eliminate Racism in the UK?
- Hate Crime Awareness training (session ran again as part of BHM)
- Shrabani Basu - Curries & Spices
- Black in UK Politics
- UNISON Race Protocol training
- Building Our New Normal: Work & Emotional Justice
- Family History - an introduction
- Shrabani Basu - For King and Another Country

Committee Organisation

The committee is elected annually at the SOG AGM. There are reserved seats for LGBT+ and disabled members.

The committee meet 4 times a year.

Committee Chair – Paulette Whyte

Committee Deputy Chair – Shazziah Rock

Yorkshire and Humberside Region

No report received

NATIONAL BLACK MEMBERS' COMMITTEE ATTENDANCE

There were four meetings in the standard schedule of the National Black Members' Committee over the last year which took place in March, June, September, and November 2021. We also held two special meetings outside of the schedule, which have not been included here.

Name	Region / Self Organised Group	Potential Attendance	Actual Attendance
Maureen (Mo) Tsentides	Eastern	4	2
Brian Pereira	Eastern	4	3
Gamuchirai Nyasoro	East Midlands	4	1
James Minto	East Midlands	4	4
Veronica Price-Job / Bally Dhalu	East Midlands	4	3
Adejare Oyewole	Greater London	4	4
Annette Heslop	Greater London	4	4
Mitsy Harmon Russell	Greater London	4	3
Iqbal Syed	Northern	4	4
Lilian Adani	Northern	4	3
Sonia Stewart	North West	4	3
Elizabeth Cameron	North West	4	3
Azara Azam	North West	4	3
Rakiya Suleiman	Scotland	4	4
Peter Sharma	Scotland	4	1
Rosita Ellis / Sandra Charles	South East	4	3
Olusola Adejare	South East	4	0
Marcia Dawkins	South West	4	3
Nathan Aljoe / Tara Thomas	South West	4	2
Kebba Manneh	Cymru / Wales	4	2
Kemba Hadaway Morgan	Cymru / Wales	4	2
Sharon Carby-McLean	West Midlands	4	1
Ashley Silverstone	West Midlands	4	4
Carol Sewell	West Midlands	4	4
Pam Sian	Yorkshire and Humberside	4	3
Rita Haligah	Yorkshire and Humberside	4	2
Mohammed Daji	Yorkshire and Humberside	4	3
Patrick Yu	Northern Ireland		0
Flora Alfante	Northern Ireland	4	0
Bev Miller	National Lesbian, Gay, Bisexual and Transgender + Committee	4	2
Jennie Antonio	National Lesbian, Gay, Bisexual and Transgender + Committee	4	1
Magda Lezama	National Women's Committee	4	4
Gloria Hanson	National Women's Committee	4	4
Neelo Far	National Disabled Members' Committee	4	3
Abdul Rahman	National Disabled Members' Committee	4	1

Hugo Pierre	NEC	4	4
April Ashley	NEC	4	2
Abiola Kusoro / Julia Mwaluke	NEC	4	2
Manjula Kumari	NEC	4	2

In memory of Veronica Price-Job