

2023

YEAR OF BLACK WORKERS

Establishing legacy to
generate change

Ten good reasons to use the race discrimination protocol

- 1. We want to challenge workplace racism.**
- 2. We want to address deep-rooted discrimination.**
- 3. We want to deal rigorously with all race discrimination claims.**
- 4. We want to be consistent across the whole union.**
- 5. We want to be clear to all members and all employers about our actions.**
- 6. We want to make sure employment tribunal claims with reasonable prospects of success and strategic importance are successful.**
- 7. We want to work towards eliminating incidents of bullying, harassment, and other unfair treatment of our members.**
- 8. We want to ensure **Black** workers have equal access to good quality jobs, pay and conditions.**
- 9. We want to improve the well-being of **Black** members.**
- 10. We want to recruit new members and activists, of benefit to all the membership.**

What is the **race discrimination claims protocol?**

It's a simple tool for consistency and transparency in how the union takes forward race discrimination cases. It lays out straightforward steps to take, involving the branch, the region and legal advice so that support to Black members is strengthened.

www.unison.org.uk/content/uploads/2021/05/26379_race_discrimination_protocol.pdf