

# 2023 – Year of Black Workers “Legacy and Change” Memorabilia booklet



# 2023 – Designated UNISON's Year of Black Workers.

- **Over the past few years, we have seen the disproportionate impact of Black workers and communities being hit particularly hard during the pandemic.**
- **Black workers working on the front line, exposed to Covid, in insecure jobs.**
- **All this, layered on top of a history of institutional racism. This booklet is an opportunity to showcase and celebrate the fantastic work that has been done throughout the year through a series of pictures.**
- **The Year of Black Workers has empowered Black workers and their allies and focused our minds, ensuring that everyone is committed to challenging racism and discrimination in the workplace. Change can only happen if we work collectively together to eradicate it.**

UNISON is the UK's largest public service trade union with 1.3 million members. Our members work in the public services, and for private contractors providing public services including in the essential utilities.

UNISON developed the Black members leadership programme, which is aimed at increasing the number of Black activists and looking at how UNISON can better support and develop the next activist generation. This project has been focusing on Black members, looking at developing training programmes to support new activists from under-represented groups.

A key feature of this programme is that regions provide ongoing support and identify buddies for these new activists. Now that the programme has been delivered nationally, it has been reviewed, and any additions made will be delivered regionally to ensure that these development programmes are successful in supporting new activists from Black members. A similar scheme has been developed for women members.

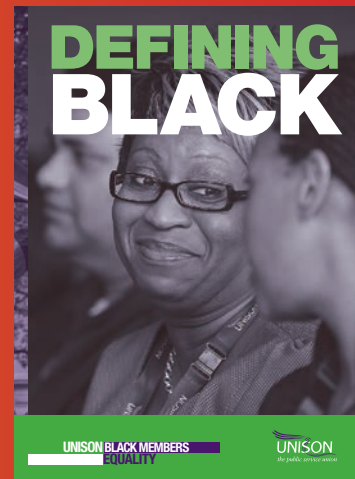
The production of the Year of Black Workers toolkit for branches has provided the opportunity for full engagement of UNISON members and activists. The toolkit has worked as a guide to galvanise grassroot support and empower members to contact legislators, as well as to call for policy and procedure changes with employers.

# National Black Members Conference 2023



# Defining Black leaflet

- In 2014/2015 The National Black Member's Committee carried out extensive work defining Black in UNISON.
- In UNISON Black is used with a capital 'B' in its broad, inclusive and political campaigning sense.
- It sets out to form unity amongst people with a shared history, and who continue to experience racism and diminished opportunities in Britain today.
- Since the 70's the term 'Black' has been used in anti-racist campaigning in recognition of the common struggle against racism and under-representation. Using 'Black' is about creating unity in the fight against deep-rooted racism that sees Black people facing disadvantages in housing, education, employment and the criminal justice and health systems.





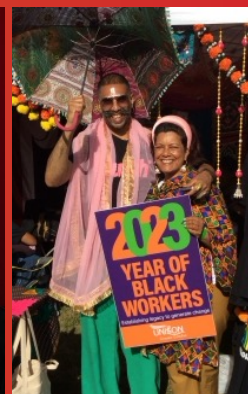
# Young Black Members Network – Let the legacy begin.



# Young, Gifted and Black



# LGBT+ Black Caucus, Allies/ UK Black Pride and Regional events





# UNISON Stand Up to Racism Trade Union Conference with the TUC



# MPs supporting UNISON's Ethnicity Pay Gap Campaign



**I support**  
Mandatory Ethnicity  
Pay Gap Reporting

**UNISON**  
the public service union

**2023** YEAR OF  
BLACK WORKERS  
Establishing legacy to generate change



# MPs supporting UNISON campaigns



# Activists out campaigning



# United Nations Demonstration



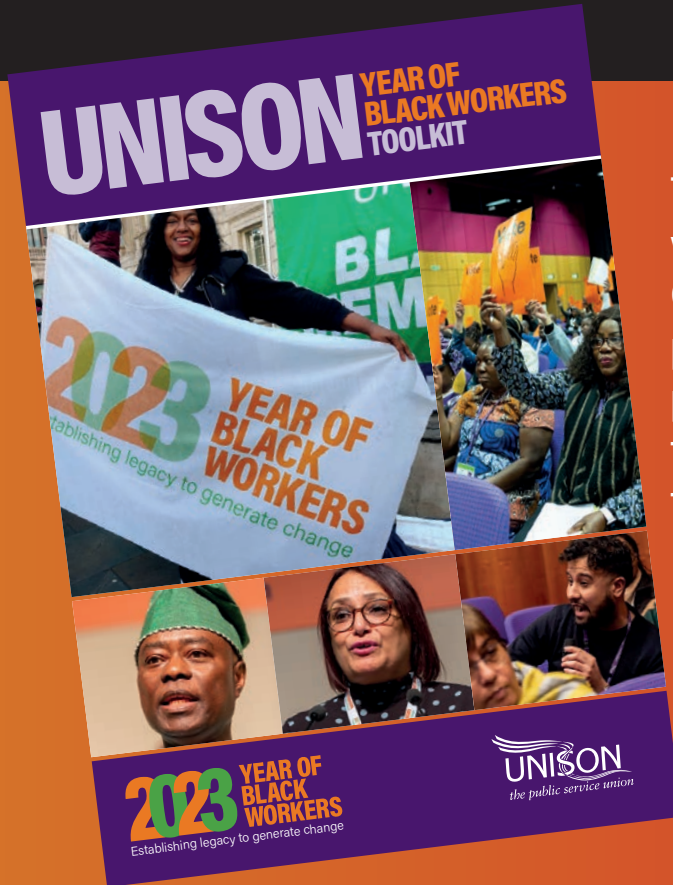
**2023** YEAR OF  
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# TUC Black Workers Conference



# Year of Black Workers toolkit



The Year of Black Workers Toolkit was launched at National Delegate Conference in June, aimed at providing activities, and including practical suggestions about changes that can be made in the workplaces to improve racial equality.





# Amazon Labor Union Chris Smalls, Gerald Bryson, and Jordan Flowers at the UNISON Centre



**2023 YEAR OF BLACK WORKERS**  
Establishing legacy to generate change

# UNISON at Notting Hill Carnival



# Mr Carnival with Year of Black Workers UNISON colours





# South-West Region Black Leadership Programme



# UNISON Windrush drop-in session with MPs





# South-East Region Women and the Big Weekend Educational Programme of activities



# South-East Windrush and UNISON Kent Branch



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# Show Racism the Red Card Scottish Team and United Against Racism





# North-West Region supporting YOBW To End Racism

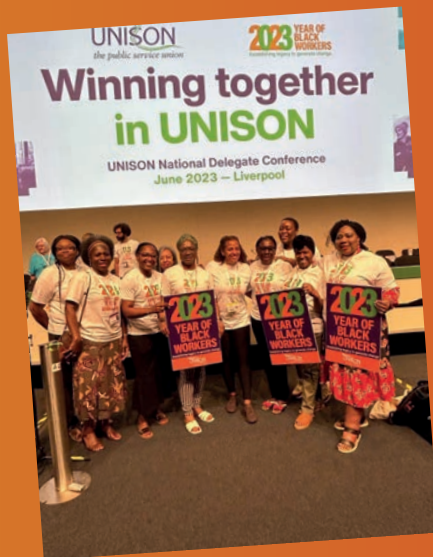


# West Midlands Region Training Weekend supporting YOBW

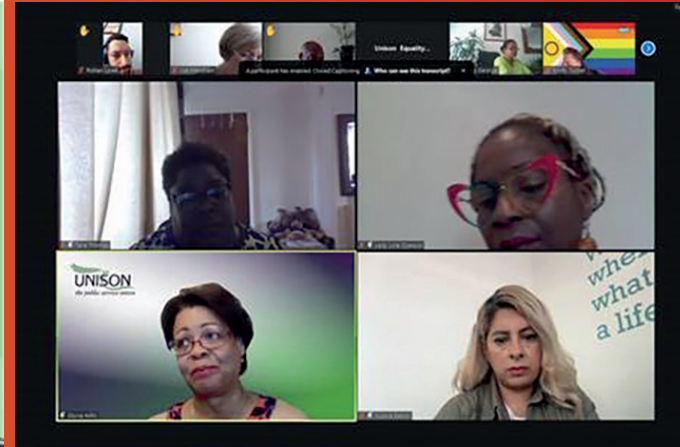




# UNISON Black women winning together with the General Secretary Christina McAnea



# Podcast in Local Government and UNISON Disabled Members Seminar



# Greater London Region YOBW and Black History event





# Yorkshire and Humberside Region and Kirklees Branch YOBW campaign event



# Northern Ireland Region Black and Migrant Workers campaigns



# Scotland Region YOBW activities







# Eastern region signing the Anti-Racism Charter – Five tips for being an anti-racist ally.



# UNISON Cohort 1 – Black Leadership Programme Participants





# Cymru/Wales Region Anti-Racism Charter supported by Welsh Labour and the Welsh TUC



# National Delegate Conference with Dr Neville Lawrence



# National Delegate Conference Year of Black Workers stall





# WET and Energy Equalities Seminar and Black Caucus event



# UNISON Year of Black Workers in Cuba



# UNISON Black History event





# Dame Elizabeth Anionwu – Honouring a Pioneer at the Black History event



# UNISON Black History event with David Lammy MP



# UNISON supporting 'Wear Red Day'





# Windrush at the Black History event



# Islington UNISON Branch at 30



# Kensington and Chelsea Windrush remembered and Enfield UNISON Black History event



Unison with the BHM presents  
**BLACK HISTORY MONTH**  
CELEBRATION  
Thursday  
26th October  
in the small hall

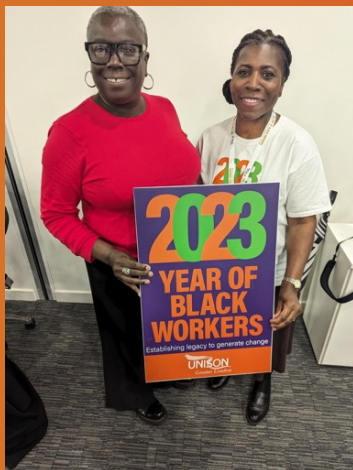
- 75 Years Of Windrush Celebration
- Year Of Black Workers
- And A Little Homage To 50 Years Of Hip Hop

Doors open from 5.00pm | Event starts 5.15pm

- There will be a limited Caribbean buffet.
- Bring your own drinks within reason and be responsible.



# Year of Black Workers Placards and flags



# Merchandise tables at Police and Justice, and Health Conference



# UNISON Lewisham and Greenwich NHS SE London Healthcare Branch Black Excellence and Diversity event

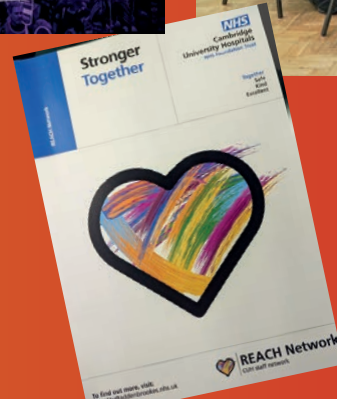




# UNISON at 30 Awards and Events in 2023



# Cambridge University Hospital NHS Trust Race Equality and Cultural Heritage (REACH) staff network event

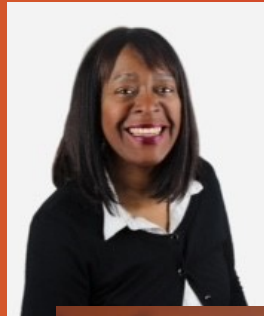






# UNISON Black members





# UNISON Black members





# Establishing Legacy to Generate Change

The running theme 'Establishing legacy to generate change' has stimulated discussion, both practical and uncomfortable, debate around campaigns (notably the ethnicity pay gap, cost-of-living crisis and the hostile environment). It has motivated branches to enhance our union priorities for the year.

## UNISON increase in NEC Black Representation in the Year of Black Workers 2023/2024

UNISON Black Representation has increased significantly with representation of Black members across regions and service groups alongside the four NEC Black Seats already in existence.

### Regional Representatives

Debbie Rowden, Female Seat, Eastern Region

Glen Carrington, Male Seat, Eastern Region

James Minto, Male Seat, East Midlands

Abiola Kusoro, Reserved, Greater London

Davena Rankin, Female Seat, Scotland

### Service Group Representatives

Denise Thomas, Female Seat, Community Service Group, (Cymru/Wales)

### Black Seat Representatives

Manjula Kumari, Black Female Seat, (West Midlands)

April Ashley, Black Female Seat, (Greater London)

Ash Silverstone, Black Male Seat, (West Midlands)

Julia Mwaluke, Black Reserved Seat, (North-West).

## Recognising UNISON Nelson Mandela Award Winners since 2016

- Margaret Greer 2016
- Sadiq Khan 2017
- Yvonne Mosquito 2018
- Mo Mohammed 2019
- Yvonne Green 2020
- Rakiya Suleiman 2021
- Kemoy Walker 2022
- Carol Sewell 2023
- Ameen Hadi 2024

## UNISON 'Anti-Racism Charter'

The sign-up of the UNISON's Anti-Racism Charter – the anti-racism pledge card with five tips for being an anti-racist ally:

### Understanding your privilege

This does not mean you're rich, just that there are some things that you will not experience or haven't had to think about because of who you are. It's important to understand what rights others don't enjoy that you do.

### Listen and do your homework.

Listen to Black voices and catch yourself up on the communities you are trying to support.

### Speak up, but not over.

An ally's job is to support. You want to make sure that you use your privilege to raise issues but don't drown out voices you're trying to support.

### You'll make mistakes! Apologies when you do

It's not about intent but impact, so when you're called out on things, listen and change.

### Ally is a verb.

Saying you're an ally is not enough you've got to do the work from the points above.

## SIGN-UP

At the time of producing this memorabilia booklet the following employers had signed UNISON Anti-Racism Charter, more to follow.

### Eastern Region East of London branches and employers

The heads of the following Probation Delivery Unit which relates to different areas of East of England have signed UNISON Anti-racism Charter in the Eastern Region:

Cambridgeshire  
Hertfordshire  
Bedfordshire  
Essex



## **East Midlands Region**

East Midlands Probation Service

## **Northern Region**

Gateshead NHS Trust

North-East Ambulance Service (NEAS)

South Tyneside Borough Council

Newcastle City Council

CNTW Solutions (arm's length SUBCO)

Cumbria Northumbria, Tyne & Wear NHS Mental Health Trust (CNTW)

## **Yorkshire and Humberside Region**

West Yorkshire Combined Authority

## **Greater London Region**

Barking and Dagenham Local Government

Hackney LG

Islington LG

Southwark Local Government

Greater London Authority

## **North-West Region**

Bert Team (Bargaining Unit)

UNISON will ensure the 'YOBW' toolkit continues to establish the legacy to make a difference across the union and wider society, by reminding ourselves to 'dig deeper and think bigger' to achieve significant and substantial change.

UNISON would like to thank everyone who contributed to the Year of Black Workers campaign.

All service groups, regions, and self-organised groups held an event during the year, as well as several branches across the union.

We are very proud of the achievements that happen in UNISON.

The message from the National Black Members – beyond the anniversaries, legacies, lessons, and achievements. UNISON will continue to challenge and highlight model policies and good practices for employers.



# Abbreviations

<b>MPs</b>	Members of Parliament
<b>NBMC</b>	National Black Members Committee
<b>NEC</b>	National Executive Committee
<b>NHS</b>	National Health Service
<b>REACH</b>	Race Equality and Cultural Heritage
<b>SE</b>	South East
<b>SRtRC</b>	Show Racism the Red card
<b>TUC</b>	Trade Union Congress
<b>WET</b>	Water, Environment and Transport
<b>YOBW</b>	Year of Black Workers





Images by: Rod Leon, [rod@allimages.net](mailto:rod@allimages.net)  
(pages: 3,6,39,40,41,42,43,46, 52, 53, 54)

