

# UCU challenging workplace racism



Black and minority ethnic (BME) workers make up a large part of UCU's membership and share the same concerns as any other education professionals. However BME workers continue to face unique challenges in further and higher education and there is evidence that they have to work harder to get a job, face greater resistance to career progression and continue to experience discrimination and racism at work.

**Racism in the workplace** deepens the impact of the problems that all staff face – for example redundancies, reorganisation, pay freezes – so challenging discrimination is a crucial part of UCU's work. The union tackles discrimination both on an individual basis – supporting individual members experiencing problems – and collectively, challenging racism within organisations and across the post-school education sector.

# Our campaign



## ORGANISING FOR EQUALITY

Equality legislation provides trade unions with the means to hold employers to account but we can only do this by putting equality at the heart of trade union organisation. UCU has a network of trained equality reps, based in workplaces and supported by a national team of staff with expertise in all areas of the equality agenda.



## ADVICE AND GUIDANCE

UCU publishes a survival guide for black members containing guidance on what to do if you are being discriminated against, the law and your rights, as well as advice on applying for jobs, promotion and progression. Members also have access to employment rights advice via the UCU legal scheme.



## REPRESENTING BLACK WORKERS

UCU aims to ensure that black members are represented in the union's democratic structures and there are lots of ways for to get involved at local, regional and national level.



## STANDING UP TO RACISTS AND THE FAR RIGHT

UCU is affiliated to Unite Against Fascism and Hope Not Hate and we campaign with other unions and student unions to prevent racist and fascist groups spreading hatred and division on college and university campuses. Our joint UCU/NUS voter registration drive is aimed at empowering staff and students and making sure our democratic voice is heard.



[www.ucu.org.uk/equality](http://www.ucu.org.uk/equality)

UCU is proud of our record on standing up to racism in the workplace but there is more to be done to stop discrimination in post-school education and we need to strengthen the voice of BME staff within the union at all levels. If you would like to get more involved please contact [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)