



The University of Manchester UCU Equalities Newsletter

Dear friends

It has been a challenging 18 months for all of us. Just before the Covid-19 pandemic we were in the midst of our Four Fights and USS disputes. 18 months on, we are again balloting to defend our pension and demand equality from our employers. Challenging gender, race, ethnicity and disability pay gaps and stamping out casualisation and excessive workloads are part of our UCU branch's priorities.

The University's own reports on the [gender pay gap](#) and [ethnicity pay gap](#) demonstrate that it has a job to do in order to close these gaps and tackle casualisation and institutional racism and sexism.

This is why UCU's ongoing struggle for equalities is important for all of us and why our branch puts equality issues at the heart of everything we are doing at Manchester University. We have been constantly raising issues regarding equality, diversity and inclusion (EDI) such as systematic racism, sexism, casualisation, disability, mental health, academic freedom, LGBT+, GTA and covid-19 related issues with the SLT and in other forums.

We have also raised the disability pay gap with the new equality, diversity and inclusion director, Banji Adewumi, and asked for an annual report on this issue. Our branch has been advocating for an EDI director for some time and finally the University appointed Banji. We have met with Banji and raised our concerns about how equalities have been neglected at the University. Our conversation was positive and we are looking forward to working with Banji on EDI related issues.

Member involvement

We need more member involvement from different departments. This will increase our impact when the branch makes demands on management.

We are inviting you to take a more active role in our branch in terms of organising and campaigning around equality matters.

Nationally UCU has five equality strands. They are

- Black and ethnic minority members;
- Disabled members;
- LGBT+ members;
- Women members;
- Migrant members.

We would like to establish these strands within our branch. If you would like to get involved, please do get in touch with your equality officers:

Amy Zhang: yueming.zhang@manchester.ac.uk

Ümit Kemal Yıldız: umit.yildiz@manchester.ac.uk

We know that some of us identify ourselves with more than one strand and we welcome our members being active in more than one group.

Local and national events

We also want to take this opportunity to remind you about some of the events organised by UCU:

Black History Month

As part of Black History Month celebrations, UCU will be hosting an **online event on Wednesday 20th October, 6.30pm - 8.00pm** with a range of Black educationalists, discussing issues such as student attainment and the wage gap. You can register [here](#)

We are also organising an online meeting on 27 October (time to be confirmed) with:

- Maxine Looby, UCU NW Regional Committee Black Members Rep

- Kim Johnson MP
- Roger Mckenzie, General Secretary Liberation
- Shirin Hirsh, People's History Museum and UCU
- Diljeet Bhachu, STUC Black Members' Network President and UCU

Posters and wallchart

In 2020, UCU produced [a wallchart](#) focussing on some key milestones throughout Black History. Alongside the wallchart, we also created a range of [poster portraits](#) of some important individuals in black history.

And finally, don't forget to book your place at the **annual equality group conferences**.

UCU Equality Conference 2021 (2 - 4 December 2021)

UCU's annual equality conference is an opportunity to discuss and agree strategies to progress equality issues at work.

Due to the Covid-19 pandemic, [this year the conference](#) will be held online; further details about format will be circulated in due course.

The three-day programme will include separate sessions for [black and ethnic minority, disabled, LGBT+, migrant and women members](#). The joint plenary session will be a discussion on [the impact of COVID-19](#) on members with protected characteristics and on the wider equality agenda.

To register please use the link below which will take you to the main equality groups conference page.

<https://www.ucu.org.uk/membersannualgroupsconference>

The deadline for registration is **Monday 22 November 2021**.

Solidarity