

# Black Members in UNISON

ISSUE 2

NORTH WEST

OCTOBER 2019

## TOGETHER WE RISE



INSIDE THIS ISSUE: **DEFINING BLACK • RACISM • WINDRUSH • PALESTINE**  
**ISLAMOPHOBIA • LABOUR LINK • CAMPAIGNS AND EVENTS**

# Welcome

Welcome to our 2nd Issue and thanks for the positive feedback you gave us about our Anniversary Special Newsletter.

Racism is still alive and kicking all of us in one way or another. We know because we have direct experience of it on a daily basis.

We continue to challenge and overcome the different barriers placed across our paths to progression including conscious bias, glass ceiling, harassment, bullying and other unfair practices against our Black members.

We continue to work together, listen to and support each other.

We continue to fight for our rights.

We continue to **RISE**.

*Sonia Stewart*

**Sonia Stewart**  
**Equality Officer and Secretary**  
North West Black Members Committee



**"If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward."**

Martin Luther King Jr.





# Message from the chair

## Time to stand together...

In the last year North West UNISON Black Members Committee has done its best to represent the interests of thousands of Black Members across the North West.

We have held events against racism in education, opposing the growth of the far right, in solidarity against the mistreatment of the Windrush Generation, standing with Muslims against Islamophobia, supported UN Anti-racism Day, campaigned against Tommy Robinson's bid to become a North West MEP with the support of Stand up to Racism & Unite against Fascism. I am proud to be Chair of a Committee whose activists are spread across the North West and have contributed to so many campaigns and causes. I know together we will continue to do much more.

We also know with Boris Johnson as Prime Minister, with Farage waiting in the wings, we can expect the hostile environment to increase. But we also hope to have the opportunity to elect a Corbyn led Labour Party who, with Diane Abbott as Shadow Home Secretary, offer a Government leadership who have opposed racism all their lives. We must continue to build a vibrant multicultural trade union movement to make sure that the far right is beaten and for our desire for a fairer world.

This hostile environment has had a negative impact on Black members at work. We have supported members who have been racially abused by service users, subject to stereotyping by colleagues, bullied by managers and threatened by dismissal and redundancy.



We have offered support and guidance to all the Black members who have contacted us. Please do not suffer in silence, get in touch, attend one of our meetings or events, remember you are a member of the biggest union in the North West.

So, if you are a Black member please get involved in your union. We can show you that together we can stand up against racism. We know it affects every part of our lives, our jobs, our homes, our children's futures and the only way to change things is by standing together.

Thanks to all activists that have contributed to this year's magazine, in particular Sonia Stewart, who has helped to bring it all together. I hope you find it informative, interesting and inspiring. There is a lot to fight for, so get involved!

*Ameen Hadi*

**Ameen Hadi**

Chair, North West Black Members Committee



[www.unisonnw.org](http://www.unisonnw.org)

**UNISON**

# Aims and Objectives

## The Aims and Objectives of the North West Black Members Committee

The Committee aims to represent the views of Black members within North West UNISON.

We promote and encourage training for Black Members within the Region

We also wish to ensure that the Region challenges institutional racism within the union, workplaces and in the community

Black workers have been disproportionately affected by austerity suffering attacks on their jobs, pay and terms and conditions

We are also witnessing the growth of the far right across the world, as well as the UK

We are committed to being at the forefront of the anti-racist movement for equality and justice.

We need to be strong to resist these attacks - so get involved!

To receive regular emails from the North West Black Members Committee please email [A.Blundell@unison.co.uk](mailto:A.Blundell@unison.co.uk).

You can also contact the Chair, Ameen Hadi, [ameen.hadi@salfordcityunison.org.uk](mailto:ameen.hadi@salfordcityunison.org.uk)

To see our 2018 Anniversary Special Black Members Newsletter and to link with National Black Members go to:

<http://www.unisonnw.org/blackmembers>

**The Committee continues to work tirelessly to challenge inequalities in all its forms and champion the rights of Black workers in particular.**





# Defining Black



In UNISON, 'Black' – with a capital B – is used to indicate people with a shared history. 'Black' is used in a broad political and inclusive sense to describe people in the UK who have suffered from colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.

The terms 'minority ethnic' and 'ethnic minority' are in widespread official use. But these terms have negative connotations of being marginal or less important. In many neighbourhoods, towns and cities in the UK it is statistically inaccurate or misleading to describe Black groups as a minority.

Since the '70s the term 'Black' has been used in anti-racism campaigning in recognition of the common struggle against racism and under-representation.

Language changes and evolves but terminology is always important in terms of intention and direction. Using 'Black' is about creating unity in the fight against deep-rooted racism that sees Black people disadvantaged in housing, education, employment and the criminal justice and health systems.

Through UNISON, you can help yourself and other people by participating in the ongoing activities to promote equality in all aspects of life. Being a member of a union, you are not alone and as a member of the Black Members Group, you can also keep yourself informed about issues relevant to yourself and your situation.

Furthermore, you can participate in the making of UNISON's policies and be part of the campaigns against discrimination in all its forms. By participating you can also make Black members' voices stronger – the more we are and the more we stand together, the harder it is to ignore us.



# Racism is...

The graphic novels below explore further some of the main findings from the Race at Work survey. They focus on the way that racism is all too often dismissed as 'banter' and the way in which survey participants were either greeted with managerial indifference or were told that the 'customer is always right' when trying to challenge racism in the workplace. The graphic novels also try to highlight the impact that racism had on the survey participants' emotional and psychological well-being, as well as making direct reference to the different 'coping mechanisms' and sources of support that survey participants deployed and made use of when confronted with racism at work.

## Download the comic 'Addressing racism in the workplace'.

Artwork by Paul Gent



## Download the comic 'Racist banter is not a laughing matter'

Artwork by Paul Gent





# Racism is...

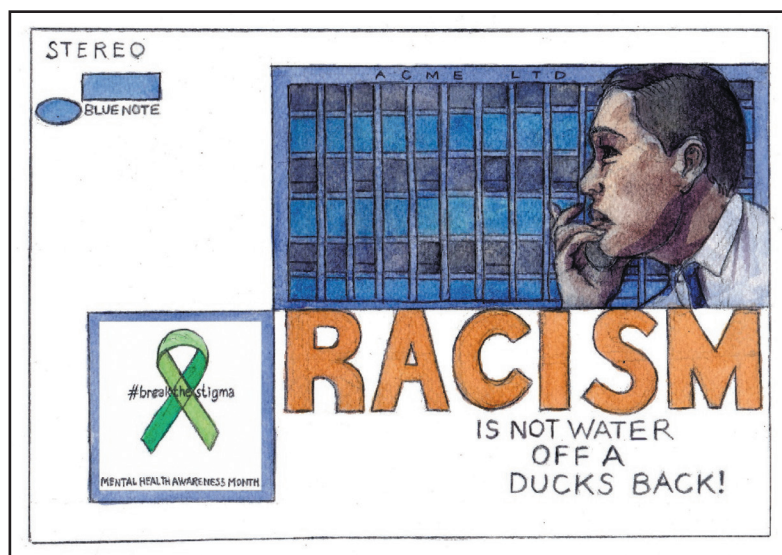
Download the comic  
'The customer isn't  
always right'.

Artwork by Paul Gent



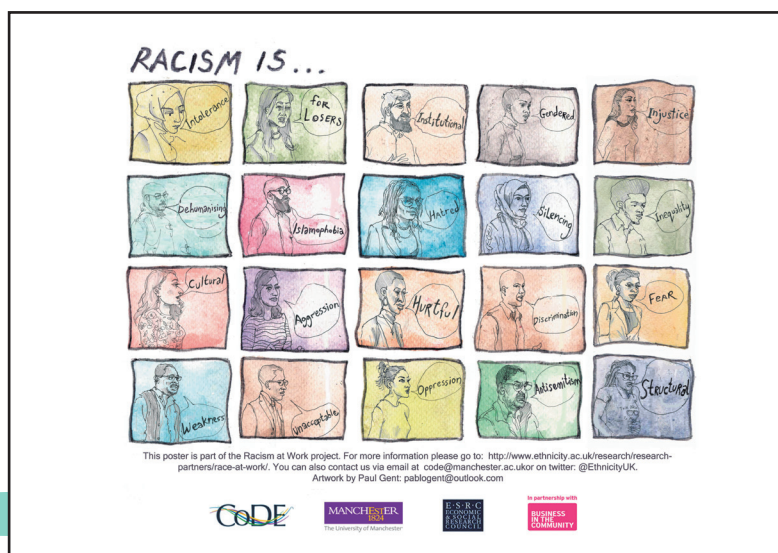
Download the comic  
'Racism is not water  
off a duck's back'

Artwork by Paul Gent



Download the posters  
by Paul gent.

Artwork by Paul Gent





# RACISM IS STILL A HUGE PROBLEM IN UK'S WORKPLACES, REPORT FINDS...

A shocking report has found that the majority of ethnic minority workers have experienced racial harassment at work in the last five years, and have been subjected to unfair treatment by their employer because of their race.

Last year marked the fiftieth anniversary of the introduction of Race Relations Amendment Act 1968 which outlawed, among other things, racial discrimination in employment - yet racism remains a widespread and endemic feature of everyday working life in Britain.

While there is a vast body of evidence relating to racial inequalities in employment, income, promotion and training, discussion relating to the role played in these outcomes by workplace racism remains fairly muted.

To address this, the Trade Union Congress (TUC) commissioned the Racism at Work survey. Stephen Ashe from The University of Manchester surveyed over 5000 people, who answered questions relating to various aspects of their everyday working lives.

The responses were shocking, with over 70% of ethnic minority workers saying that they have experienced racial harassment at work in the last five years, and around 60% saying that they have been subjected to unfair treatment by their employer because of their race. Almost half reported that racism had negatively impacted on their ability to do their job, and almost half have been subject to 'verbal abuse and racist jokes'.

Many of the forms of workplace racism highlighted in this report are in fact hate crimes. This included over one in ten ethnic minority respondents and 6% of non-British white participants reporting that they had experienced racist violence at work.

## Also:

- **A third reported that they had been bullied and/or subjected to insensitive questioning**
- **Almost 15% of women and 8% of men stated that racial discrimination had caused them to leave their job**
- **28% of participants who reported experiencing racism at work reported having to take a period of sick leave**
- **Part time or non-permanent employees were more likely to report racial harassment and discrimination**

Over 40% of those who reported a racist incident said they were either ignored, or that they had subsequently been identified as a 'trouble maker'. Moreover, more than one-in-ten respondents raising a complaint said that they were subsequently disciplined or forced out of their job as a result of doing so.

"I've had three workplaces where I've had to bring grievances that were race related," said one survey respondent. "I ended up on anti-depressants and suicidal - It makes you forget who you are, your strengths, your abilities. I'm a skilled intelligent woman who's worked for 35 years, and I ended up barely able to send an email. I'm having to leave my job and take a wage reduction for a short-term post instead of my permanent one - it's either that or my life."



The survey also highlighted that many White British people believe globalisation, deindustrialisation, neoliberalism and austerity have had a disproportionate, detrimental impact on the 'White working class' – as a result, a number of participants expressed opposition to attempts to promote equality, diversity and inclusion in the workplace, while also opposing 'positive discrimination' and 'political correctness'. Among a number of recommendations, the authors of the report have called on the Government to commission a wide-ranging review into whether employers are fulfilling their equality duties, as well as legislating to make employers are responsible for protecting their workers against racism by third parties, and to ensure that anonymised application forms are used across all sectors of the labour market.

Racism remains a widespread and endemic feature of everyday working life in Britain, fifty years after the introduction of the Race Relations Amendment Act. The time has come to abandon the laissez-faire approach adopted by the current Government and its predecessors - workplace racism and racial inequality in the labour market will persist as long as successive governments continue to abide by voluntary, non-interventionist, non-regulatory orthodoxy. Stephen Ashe, report co-author

Article courtesy of Stephen Ashe

To read the full report go to <http://hummedia.manchester.ac.uk/institutes/code/research/projects/racism-at-work/tuc-full-report.pdf>



# 10 Good Reasons...

## 10 GOOD REASONS WHY YOU SHOULD JOIN THE NORTH WEST BLACK MEMBERS

1. Campaign against racism and all forms of discrimination
2. Make Black members' voices stronger
3. Meet other Black people, share knowledge and ideas
4. Become more involved in self-organised activities
5. Become more active in UNISON
6. Attend Black Members Conference
7. Be part of UNISON's policy making
8. Fight for the rights of people seeking asylum and Refugees
9. Oppose Islamophobia and anti-Semitism often used by fascist and racist organisations
10. Support #Black Lives Matter



**Get involved, to join please go to [joinunison.org](https://joinunison.org)**

## Are you being discriminated against?

- If you are treated differently because of your identity, or perceived identity, this is direct discrimination.
- When placed at a disadvantage in comparison to others because of a workplace practice or policy - this is indirect discrimination.
- If you are treated in an offensive, frightening, degrading, humiliating or distressing manner – this is harassment.
- If you complain about discrimination and they treat you badly as a response – this is victimisation.

### What can you do?

Have you made the person or persons aware that you find their behaviour unacceptable? It may be helpful to keep a record. When did it happen? Who was there? What happened? How did it make you feel.

**Is it a collective or individual issue?**

### Contact your trade union and ask for support.

Your employer must have a policy to deal with this situation, usually a grievance policy. Read it and follow the steps.

If it is a colleague or a service user you should ask your manager to deal with it. Your employer has a duty of care to you to provide a safe working environment.

If it is a manager you can report it to their boss.

### Don't tolerate it, Report it

When challenging it think about how you would like the matter to be resolved. A written apology? Withdrawing a service?

**Remember you should not suffer any detriment for making a legitimate complaint. It is not a crime to ask to be treated with dignity and respect.**

# Windrush

**The Windrush Scandal is still that, despite assurances that cases are being looked into and injustices addressed. How long? How late?**

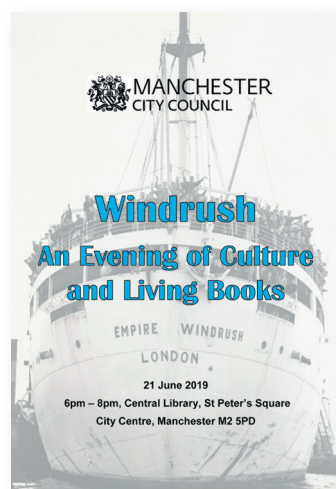
The Home Office has promoted a Windrush Compensation Scheme around the country to “right the wrongs of a mistake that should never have happened”, but how many of those people who were wronged have actually been compensated?



**UNISON Manchester Branch was one of the proud sponsors of 'Windrush An Evening of Culture and Living Books' event at Manchester Central Library in June 2019, organised and hosted by Sonia Stewart for Manchester City Council.**

The event was attended by the Lord Mayor of Manchester and representatives of various Caribbean Islands and Associations, African and other communities. Also in attendance were local Living Books sharing their personal and family experiences of coming to and living in this country – No Irish No blacks No dogs.

The main speaker was Patrick Vernon OBE, who led the campaign for an official Windrush Day since 2010, culminating in 22 June being named as the official Windrush Day from 2019. Patrick also kickstarted the campaign in 2018 for an amnesty for the Windrush Generation as part of the Windrush Scandal, that led to a government u-turn in immigration policy and resignation of Amber Rudd as Home Secretary.



This interactive event explored how we preserve the legacy of the Windrush Generation, the importance of the migrant contribution to Britain and further actions required including recovering the anchor of HMT Empire Windrush ship as a national monument. Go to

<https://petition.parliament.uk/petitions/262389>

Also included were cultural performances and the importance of valuing languages, opportunities and the richness of our diverse communities.





# What UNISON Will Do

## UNISON's 2019 National Delegates Conference agreed to:

1. Continue to support UNISON members who are part of the Windrush Generation to ensure their immigration status is settled.
2. Continue in raising awareness of the issues facing the Windrush generation in all UNISON media.
3. Build and strengthen alliances with other charities and organisation such as the Joint Council for the Welfare of Immigrants (JCWI) who are supporting victims of immigration crisis.
4. Explore with Labour Link how Labour can support the call to reform the immigration system when it gets elected into government.
5. Request Labour Link seeks to ensure Labour's policy on immigration reflects UNISON's position.
6. Campaign for a fairer immigration system that recognises the vital contribution migrants have made, and continue to make, to public services and UK communities.
7. Work with other Trade Unions and through the TUC Race relations Committee to continue to campaign against the hostile environment, and help establish a network of support for Black workers/members subject to these hostile policies.
8. Work with all appropriate campaign groups and stakeholders' including the Widen Windrush Campaign to challenge the racism of immigration legislation and its impact on the descendants of the Windrush generation.
9. Prepare and circulate information to all branches about the Windrush campaign, support available from the union for members affected, and how they can access this.
10. Work with the Movement for Justice Campaign and other affiliated organisations to campaign for the removal of 'immigrant' status of the Windrush generation and descendants in recognition of their British Citizenship, even before arriving in the UK.



# What has changed?



So someone asked me what were my reflections after eight years as an NEC Black members rep and God knows how many active in the trade union movement now I'd taken a step back, here's what I replied "Life is different for Black members stat. "

Whether we are separating ourselves off as BAME or BME or whichever other acronym they give us, the way we experience life is not the same.

In employment situations, educational experience, housing prospects & location, experience of the 'health system' (particularly mental health), the criminal justice system, policing, social care , in all these situations we can chart a different and usually negative or detrimental experience to that of our white peers, and as far back as I look at our history in this country the same has been true and I lay this squarely at the feet of racism, yes, I said it , and in the first paragraph.

Now its not always the racism that's blatant , although sometimes it is bananas left on people's desks, and monkey chants and daubed excrement and spitting and acid attacks, and singed afros, the N words and Nazi salutes ( why does this look like something that was written in 1971? Or even 1936?), but a type of racism that has become so insidious and so legitimised that they have found new 'professional' names for it which make it appear to be okay, unconscious bias for one, where we legitimise some of the most difficult of workplace experiences we have tried to challenge over the years, specifically in the recruitment and retention of staff.

People have become so much cleverer with the way they manifest institutional racism and under the current

political climate of a hostile environment it is allowed to go unchecked. And it doesn't matter at which sphere of society you come from, its well documented that race and class are almost inextricably linked.

We have situations which have been perpetuated over many years, but still we struggle to call it out when we see it, and challenging racism in the workplace is still ostensibly the Black workers negotiating tool, why? Its blatant discrimination which can and has been measured. We are more likely to be selected for redundancy , over represented in disciplinarys, passed over for promotion, not be employed after ever extending probationary periods, given short term contracts and precarious work not be paid as much , and for this we have proof across sectors such as health, local government, policing, just to name a few.

What will it take before we sit up and take action – all of us?, supported action for Black members, in the workplace, at an organisational, bargaining and negotiating level.

I also wonder what will it take to make people see the connection in the experience of a Black person in their community with the one they have in the workplace, of course its connected its the same us , just a different location.

In my opinion Black members must rise to this challenge and recognise their power in collectivism across sector groups and self organisation pressurising work with union leaders to effect 'the change we want to see'.

**Elizabeth Cameron**

*Co Chair of Regional Women's Committee*

# International Conference against racism and fascism

- **Johnson, Trump & the international far right: How do we unite to defeat them?**
- **Fighting racism, Islamophobia and antisemitism in Britain today**

Saturday 19 October,  
9.30am-4pm

Friends Meeting House,  
173 Euston Road,  
London NW1 2BJ

Hosted by Stand Up To Racism



## Speakers include:

Gary Younge Journalist • Miguel Roldan Spanish firefighter • Emma Dent Coad MP • Richard Burgon MP • Alex Mayer MEP • Claude Moraes MEP • Julie Ward MEP • Jean Lambert Green Party • Mark Serwotka PCS General Secretary • Kevin Courtney NEU Joint General Secretary • Jane Loftus CWU Vice President • Nita Sanghera UCU Vice President • Anas Altikriti Muslim Association of Britain • Ged Grebby Show Racism the Red Card Chief Executive • Mohammed Kozbar Finsbury Park Mosque Chair • Unmesh Desai Labour GLA Member • Sabby Dhalu & Weyman Bennett Stand Up To Racism



Photo: Steve Eason



# UNISON, BDS and why we stand with Palestine

I'm going to set out why UNISON's principles match those of the BDS movement and solidarity with Palestine. First things first - what is BDS? According to bdsmovement.net "The Boycott, Divestment, Sanctions (BDS) movement works to end international support for Israel's oppression of Palestinians and pressure Israel to comply with international law." Think back to South Africa in the 1970s and 80s. After decades of apartheid, segregation and brutality, the last card we had left to play in order to fight for equal rights for black South African's came down ultimately to what we did with our money. "BDS upholds the simple principle that Palestinians are entitled to the same rights as the rest of humanity."

"Israel is occupying and colonising Palestinian land, discriminating against Palestinian citizens of Israel and denying Palestinian refugees the right to return to their homes. Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law. BDS is now a vibrant global movement made up of unions, academic associations, churches and grassroots movements across the world. Thirteen years since its launch, BDS is having a major impact and is effectively challenging international support for Israeli apartheid and settler-colonialism." "Just as we said during apartheid that it was inappropriate for international artists to perform in South Africa in a society founded on discriminatory laws and racial exclusivity, so it would be wrong for Cape Town Opera to perform in Israel." - Archbishop Desmond Tutu

Equality = A fair and equal society where everyone can participate and fulfil their potential.

Equal Opportunities = A stipulation that all people should be treated similarly, unhampered by artificial barriers, prejudices or preferences, except where a particular distinction can be justified.

## Equity = helping people so that we're all on a level playing field.

Diversity = recognising individual and group differences. Placing positive value on difference.

Discrimination = the act of treating a person differently - negatively or positively - because of their protected characteristics, any other group they belong to, or for any reason, rather than assessing individual needs and merits.

In June 2018 I attended the UNISON National Delegates Conference in Brighton . At an evening fringe meeting entitled "The way forward for solidarity with Palestine", I heard from 3 fantastic speakers. The message I heard loud and clear was that Palestinians have no guarantee of rights due to a breakdown of law, but international solidarity and the BDS movement is making a difference. Josie Bird, VP of UNISON and a local government worker, went to Palestine in 2016 as part of a Unison delegation. Member of NEC since 2009 and always on the International Committee, and most debates or on Palestine and more trips are run to Palestine than any other country. Came back from Palestine feeling galvanised to talk about the violations of human rights they saw everywhere.

The PSC took the government to court that their investments need to be in line with the UK's foreign policy, won but was appealed and the government won, which means many local government and other pensions are investing in illegal occupation organisations.

UNISON's International Fund supports projects to further equality and achieving workers' rights - currently working with on: agricultural workers in Jordan Valley to receive basic workers right and minimum wage, a project on



Palestinian Women in the domestic and industrial sectors; one organisation in East Jerusalem to help women to access their social security rights, where there are high levels of unemployment with difficulty of access to work and mobility, so access to water, heating and Shelter are organised, recess their claims and pay compensation out for those women whose basic rights have been denied for a long time; Democracy and Human Rights Centre in Ramallah, to ensure workers' rights received. Research at University done about how European complicity for Israel undermines the workers in the region.



UNISON policy is that Palestinian people have a right to self-determination. Only an independent Palestinian state will achieve peace in the Middle East. Israel conducts illegal occupation and breaks international law. It should withdraw to 1976 borders, demolish settlement wall, end siege of Gaza, release Palestinian prisoners including those held without charge or trial and children. Supporting BDS movement.

Israel as it currently functions constitutes as a racist regime, which needs to undergo profound constitutional changes, to end the violations constituted by the state. Speak to your friends about the issue, support BDS, and push our government to end it's complicity with the Israeli regime - eg ending arms sales to Israel.

This is an urgent time for justice for the Palestinian people. UNISON's support extremely important voice in this process. Situation has always been urgent, but even more so now since Trump's election and the movement of the US embassy to Jerusalem, close link between Trump and Netanyahu who are also anti-Iran. Netanyahu said in his recent interview in the UK what his vision is for Palestine - No capital in Jerusalem, no right of return, no state of Palestine. Last year saw the greatest expansion of settlements since 1967. And now the live fire of protesters. The Knesset is currently discussing a law to make it illegal to film or photograph an IDF soldier torturing, injuring or abusing a Palestinian, so that this documentation will be an offence.

"BDS is an inclusive, anti-racist human rights movement that is opposed on principle to all forms of discrimination, including anti-semitism and Islamophobia."

"The BDS movement is supported by unions, churches, NGOs and movements representing millions across every continent and there are vibrant BDS campaigns in communities across the world. Progressive Jewish groups play an important role in the movement."

**Saba Mirshafiei**

*Manchester University Branch*



# Christchurch Killings - climate of Islamophobia

The man who perpetrated the mass shootings at two mosques in NZ was a self-declared fascist. Brenton Tarrant murdered at least 49 Muslims—and injured at least 20 more—when he attacked worshippers in Christchurch on a Friday. He live-streamed footage onto social media of him shooting men, women and children at close range in the Al-Noor mosque. Tarrant published a “manifesto” shortly before the shootings. He declared himself an “eco-fascist” most inspired by Oswald Mosley, leader of the British Union of Fascists in the 1930s. To a question Tarrant posed to himself “Did/do you have ties to any other partisans/freedom fighters/ethno soldiers?” he also named Darren Osborne. Osborne was found guilty of driving a van into worshippers outside Finsbury Park mosque in north London in 2017.

Tarrant claimed to have “brief contact” with Nazi mass murderer Anders Breivik “receiving a blessing for my mission after contacting his brother knights”. World leaders quickly issued condemnations—but many of them have been responsible for legitimising the racist views.

## Government to blame

Christchurch attack showed the need to “stamp out” Islamophobia but our Government have said and done nothing to address institutional racism in the Conservative Party. It is a party riddled with racists—and a government that has constantly attacked Muslims in Britain. At the time of the attack Boris Johnson used his weekly newspaper column in The Sunday Telegraph to launch a vicious diatribe against Muslim women who wear the burqa.

“It is absolutely ridiculous that people should choose to go around looking like letter boxes,” he wrote. He went on to attack young women turning “up at school or at a university lecture looking like a bank robber.” He likened a state ban on the burqa to “a parent confronted by a rebellious teenager”. And he said his only reason for not calling for a ban is it would be “construed—rightly or wrongly—as being intended to make some point about Islam.” As if he wasn’t making a racist point about Islam—or hasn’t done so previously. In 2005 he even wrote, “The problem is Islam. Islam is the problem.” He faced no sanctions for writing that inflammatory article and now is our Prime Minister- hopefully not for long! In fact, at the time, Labour MP David Lammy attacked

Johnson as a “pound-shop Donald Trump fanning the flames of Islamophobia to propel his grubby electoral ambitions”. Also, former Tory party chair Baroness Warsi argued Johnson was using Muslim women as “a convenient political football to increase poll ratings among the Tory faithful”. The Islamic Human Rights Commission in Britain said, “The horrific terrorist attacks on innocent worshippers in two New Zealand mosques this morning is the inevitable outcome of the rampant Islamophobia that has been whipped up globally by politicians, far right activists and the media.

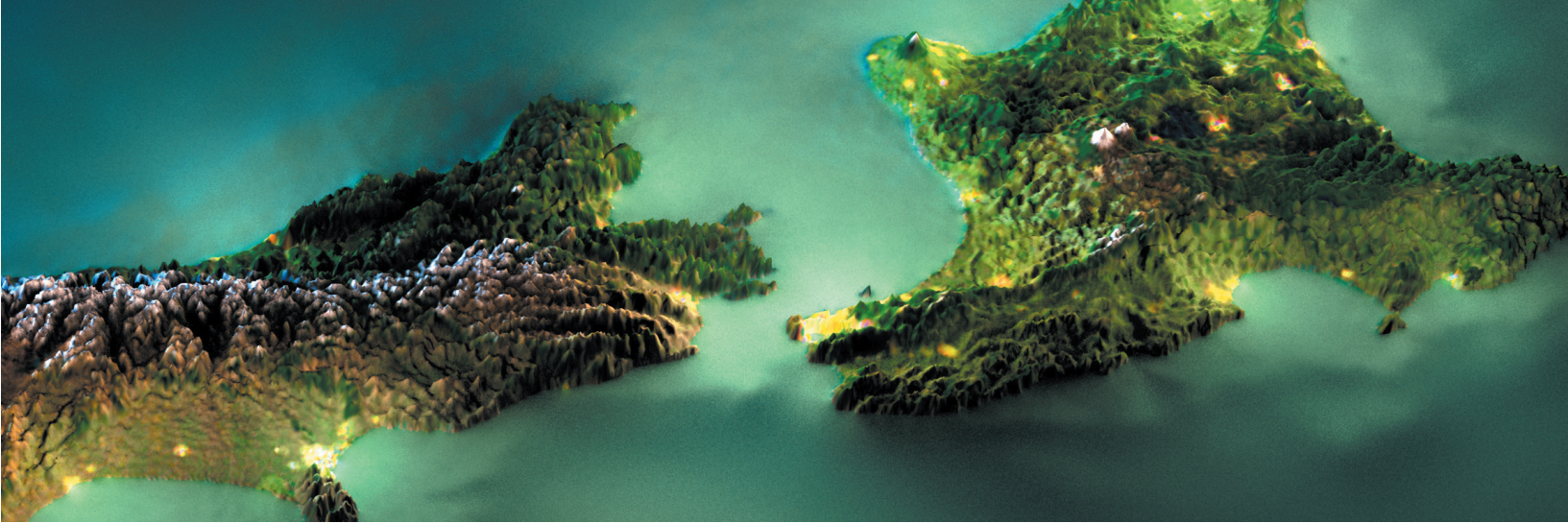


“Whether it is Tommy Robinson, Boris Johnson, Donald Trump or the Daily Mail, together they have created an environment of hate in which anti-Muslim rhetoric flourishes and in many cases incites people to commit acts of violence. Indeed Islamophobia has become so normalised in western societies that politicians and pundits increasingly use it as a dog whistle to woo supporters.” Weymann Bennett, Stand Up to Racism (SUTR) co-convenor, criticized the politicians who have pushed racism and stated “we need to stand in unity against them, and in solidarity with the Muslim community and all those that face the threat of the far right.”

## Solidarity events

Solidarity events took place all over in the UK within days of this horrific event. They brought together other faiths, community groups, MPs, councillors and trade unionists. There were also protests against racism & fascism on UN Anti-Racism Day across 85 countries.





NW Black Members Committee sent a delegation to attend the demonstration in London. This event takes place every year in March. If you would like to be part of next year's delegation please contact NW Black Members Committee.

## Muslims also victims of Stop & Search

Up to a million Muslims have been harassed at Britain's border under a draconian terror law, according to a new report published in August this year. They have been stopped under Schedule 7 of the Terrorism Act 2000.

The law allows officers to detain people without suspicion and hold them for up to nine hours at airports, ports and international rail stations. "Officers routinely ask intrusive questions about religion and practice, which amounts to a modern-day inquisition. "A list of cases includes people being asked to strip naked, hand over passwords and asked to become informants for the MI5 spy agency.

One British Muslim aid worker told Cage officers "didn't give any reason" during the at least ten times they have been stopped. "They just simply said they had the right to do this. They went through my bags and had a look at my phone.

They took photos and DNA." The aid worker added, "Now they know my movements before I even go.

On one occasion I was marched off the plane in front of everybody." Cambridge University research suggests that 88 percent of those stopped are Muslim. "But they stopped me and my brothers because of our Asian descent, and my older brother and I had beards."

Read the report at [bit.ly/sched7](http://bit.ly/sched7) or Sign the petition calling on the All-Party Parliamentary Group on British Muslims to investigate the Home Office over Schedule 7 powers.

EXPERIENCING ANTI-MUSLIM HATE? REPORT IT

0800 456 1226

0115 707 00 07 0734 184 6086

info@tellmamauk.org www.tellmamauk.org

**TellMAMA**  
Measuring Anti-Muslim Attacks

# ISLAMOPHOBIA AWARENESS MONTH 2019

**3:00PM – 5:00PM, 30 NOVEMBER 2019**

**SUNNYBANK COMMUNITY CENTRE, 248 SUNNYBANK ROAD, UNSWORTH, BURY BL9 8EB.**

**REFRESHMENTS PROVIDED. CAR PARKING AVAILABLE**

Unfortunately in the Government's "hostile environment" Islamophobia continues to grow. A recent report highlighted a huge increase in border stops for Muslims. At the same time Tell Mama highlights spikes in attacks on Muslims linked to an article written earlier this year by our current Prime Minister. This event is an opportunity to learn, raise awareness and encourage all to stand together in the fight against Islamophobia.

Organised by North West Black Members Committee

# Labour Link

I am Liverpool City Council Branch Labour Link Officer, the position is elected and accountable to the Branch. To be eligible you have to be a member of the Labour Party, as the post holder should work to take UNISON policy forward in the Party and encourage joint work and campaigning with the local constituency Labour Parties (CLP's).

There has never been a time when Labour Link has been so important, to work directly within the Labour Party to take UNISON'S policies into the heart of the Party. To work at both local and national level with other affiliated unions at a time when great uncertainty exists over whether we crash out of Europe without a deal, with what appears likely to be significant impact on workers' rights.

In order to take part in political activity unions have to maintain a separate political fund. The Tory backed Trade Union Act 2016 brought about many negative changes to how unions are able to function to support members and challenge insidious Tory austerity policies. The Act represents the most serious attack on the rights of trade unions and their members in a generation. As a UNISON member you can choose to opt-in and pay an additional 5% contribution on top of your subscription to the Campaign Fund. The Campaign Fund (previously the GPF) is not affiliated to any political party. The money you pay into the fund is used to support local campaigns. The North West

The Black Members Ccommittee has benefited from the campaign fund, supporting local equality events and the union's work combating racism and intolerance such as: Training events; islamophobia awareness events; campaigning at cultural events (Mela, Manchester Caribbean Carnival and Black History month and Windrush events) and to increase political awareness of members and greater levels of involvement in Regional committees.

As a Branch Labour Link officer I have supported activities organised by my Branch with UNISON local Councillors.

I have encouraged affiliations to local constituency Labour Parties raising the importance of the link between UNISON and the Labour Party. At a regional/national level the Labour Link Committee will work with the UNISON group of Labour MP's/MEPs to ensure members' views are heard where it matters.

I am confident that UNISON'S Labour Link will remain vital in fighting for our union's politics within Labour. Influencing, convincing and fighting for that radical Labour government our members desperately need, to end Tory austerity and the attack on our vital public services, for the many not the few.

**Kim Johnson**

*Vice Chair of NW Black Members Committee*



# Support Miguel Roldán

Miguel is a Spanish Firefighter who has been charged by the Italian Government aiding illegal immigration and assisting human traffickers. He faces up to 20 years in jail for helping to rescue desperate refugees who would otherwise have drowned in the Mediterranean Sea.

**The FBU are supporting Miguel so should we all!**



## Incredible Week For The Banks

A story of two families, one African, one English, who become neighbours at the beginning of the week. An exploration of culture clash, misunderstanding, awkwardness and prejudice that is challenged by the relationship between the children. A Romeo and Juliet story for modern times. Performed by members of RAPAR (Refugee and Asylum Seeker Participatory Action Research).



**12th October : 6:00pm**

**Niamos Radical Arts & Centre,  
Warwick Street, Manchester, M15 5EU**

**Tickets Available Via Eventbrite**

**Sponsored by NW Unison Black Members Committee**



# Black Members in



## NORTH WEST

### **NORTH WEST BLACK MEMBERS' ANNUAL GENERAL MEETING**

**FRIDAY 25th OCTOBER 2019**

(1.00 - 4.00pm)

**UNISON, Arena Point, 1 Hunts Bank, Manchester M3 1UN**

**All Unison Black Members Welcome.**

Refreshments & Lunch Provided

Travel costs/car mileage reimbursed on production of receipt

If Black members would like to receive emails from the North West Black Members Committee about meetings and activities please contact Blundell, Angela [A.Blundell@unison.co.uk](mailto:A.Blundell@unison.co.uk)

**For more information please contact:**

**Ameen Hadi, Chair of North West Black Members Committee, 07557281471**