
BFAWU BAME members Network January 2024

Issues around the branches

It may be worth running a workplace survey to identify issues, for example, is there a certain type of employee that always gets a promotion whilst others who may be better qualified are passed over time and again.

If we can gather evidence that racial discrimination is happening in workplaces, then we can support reps challenging it with the employer.

Branch reps should reflect the workforce in terms of diversity, the reps should be the face of the members, be approachable and supportive. People are more likely to join the union if they can see people like themselves involved and active within it.

Racism at work

There should be a zero-tolerance approach in the workplace in terms of racism, how do we support reps calling out racism even when it is being done by BFAWU members, is a zero-tolerance policy in place in the workplace on paper and in practice, or is it just a tick box exercise, in which case it isn't fit for purpose.

TUC work – race relations committee update

The union should work through the committee's report and put together an action plan to implement the recommendations internally, whilst encouraging activists to take up the regional TUC black activists' programs that are in place and running.

Campaigns and resources

Need to collate policies around discrimination and develop a template that can be shared to branches that don't currently have sufficient policies in place.

How do we source ESOL courses and other forms of education for members who may not have English as a first language and may lack the confidence to put themselves forwards as reps or challenge their employer. Who are also at the greatest risk of being exploited as a result?

AOB

We need to look inwardly at ourselves as a union, are we putting barriers in place without realizing that is preventing BAME members standing for positions like the executive council, how do we empower our BAME members to stand for positions in their branches, regions and nationally?

How do we stamp out racism as a union and become a truly anti racist organization, what can we do better and how do we get there needs to be planned out and actioned as a priority.