

NEWSLETTER

Scottish Black Members' Committee



OUR DREAM WORK PLACE

Without doubt there has been recognisable progress in diversity in recent years, nonetheless, there is still a very long way to go in tackling systemic challenges around workplace equality, personal bias or exclusionary culture.



Hiring a diverse workforce doesn't guarantee that every employee has the same experience or opportunities in the workplace.

Inclusion is what's needed to give diversity real impact and drive towards a world of work where black employees are empowered to thrive. And, whilst diversity and inclusion often go hand in hand, inclusion is fundamentally about individual experience and allowing everyone at work to contribute and feel a part of an organisation.

2023 YEAR OF BLACK WORKERS

Establishing legacy to generate change



The Year of Black Workers 2023 is already in full swing mode, join the train now and make meaningful impact that affects Black Members in your local branch, particularly to ensure the race equality campaign remains a vibrant course in your branch. This is a wide priority Nationwide, to promote the campaign as widely as possible and to encourage branches to consider organising local events or initiatives to promote it.

It behooves on every Black Member to work in partnership with the Scottish Black Members Committee and other colleagues to support this course. Top on the agenda this year is to increase recruitment & representation of Black members in local branches, winning bargaining initiatives which particularly benefit Black workers, proactively challenging racism and acknowledging the contribution of Black members to our union & public services.



Scottish Black Members' Committee (SBMC) Chair Raza Sadiq, speaks on his hopes and aspirations for Scottish Black members and his motivation for a successful campaign of the Year Of Black Workers 2023

Unison is the UK's largest trade union, has designated 2023 as the "Year of the Black Worker" to raise awareness of the unique challenges faced by Black workers in the workplace and to promote greater diversity, equality, inclusion and racial equality. The initiative aims to highlight the experiences of Black workers and to provide a platform for their voices to be heard, as well as to drive change in workplaces across the UK. Through a series of events, campaigns, and resources, Unison hopes to empower Black workers and to ensure that their contributions are recognized and valued. The Year of the Black Worker is an important step towards creating a more just and equitable society for all workers.

As you know, 2023 is the Year of Black Worker, what do you hope to see at the end of this campaign?

As the chairperson of the Scottish Black Members Committee (SBMC), my hope for the Year of the Black Workers campaign is to strengthen SBMC and see a significant positive change in the workplace for Black workers in Scotland. I hope to see greater recognition of the unique challenges faced by Black workers, such as discrimination, prejudice, inequalities and racism.

I hope to see more Black workers in positions of leadership and authority, and for their voices to be heard and their contributions to be valued. I would also like to see a wider range of opportunities for Black workers, particularly in sectors where they are underrepresented.

Moreover, I hope that this campaign raises awareness of the intersectionality of race and other forms of discrimination, such as gender, disability, and sexuality. It is crucial that we recognize and address these intersecting forms of discrimination to create a truly inclusive workplace.

What's your formula for fighting racism in the workplace?

My formula includes education, policies, accountability, representation & inclusion, collaboration, and continuous improvement.

We need to empower people on how they can take action. Persuade employers to make use of workplace policies and Procedures to prevent and address racism including clear procedures for reporting incidents of racism and measures to investigate and address any such incidents. Hold employers accountable for addressing racism in the workplace.

Encourage inclusion of black workers at all levels of an organisation including senior management. Collaborate with branches to advocate for change and finally engage in continuous Improvement as an ongoing tool to rip out racism wherever it shows its ugly head.



How do we encourage more black members to be active in their branch?

We need to encourage black members to be active in their respective branches being proactive with our interaction with them, invite them to attend meetings, get involved in campaigns, also, Black members need to see themselves represented in the leadership and decision-making structures of unison. This means ensuring that Black members are given opportunities to participate in leadership roles and that their voices are heard in the decision-making process. We also need to use training and development, mentoring and support as well as recognition and celebration of Black members contributions, highlighting their achievements and success.

Can you tell us something many people don't know about you?

I have a long history of volunteering and empowering young people through sport. I am an aeronautical engineer; however, my true passion lies in challenging inequalities.

What work is the SBMC doing with branches to better support Black members?

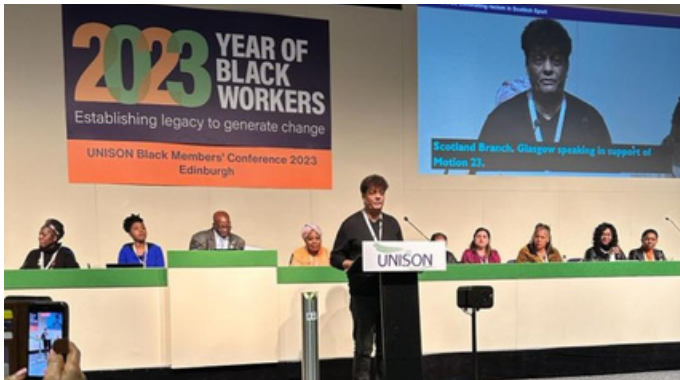
We are actively working with branches to better support Black members by working to raise awareness of the unique challenges faced by Black members. This includes targeted outreach efforts, such as email campaigns, phone calls, and personal invitations. We are advocating for greater representation of Black members in the leadership and decision-making structures of the union. This means supporting Black members who are interested in leadership roles and advocating for policies that promote equity and inclusion. We are also developing training and development opportunities for Black members, including leadership training, public speaking, and advocacy skills.

What's your message to all the Scottish Black Members as the YOBW enters the second quarter of the year?

My message is one of hope, determination, and solidarity. I encourage all Scottish Black Members to continue to be actively engaged in the campaign, raising awareness of the unique challenges faced by Black workers, together we can create a workplace that we will all be proud of.



PHOTO SPEAK: NATIONAL BLACK MEMBERS' CONFERENCE



0800 0 857 857

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PHOTO SPEAK: STUC CONFERENCE



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PHOTO SPEAK: YOBW GLASGOW CITY BRANCH



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PHOTO SPEAK: INTERNATIONAL WOMEN'S DAY



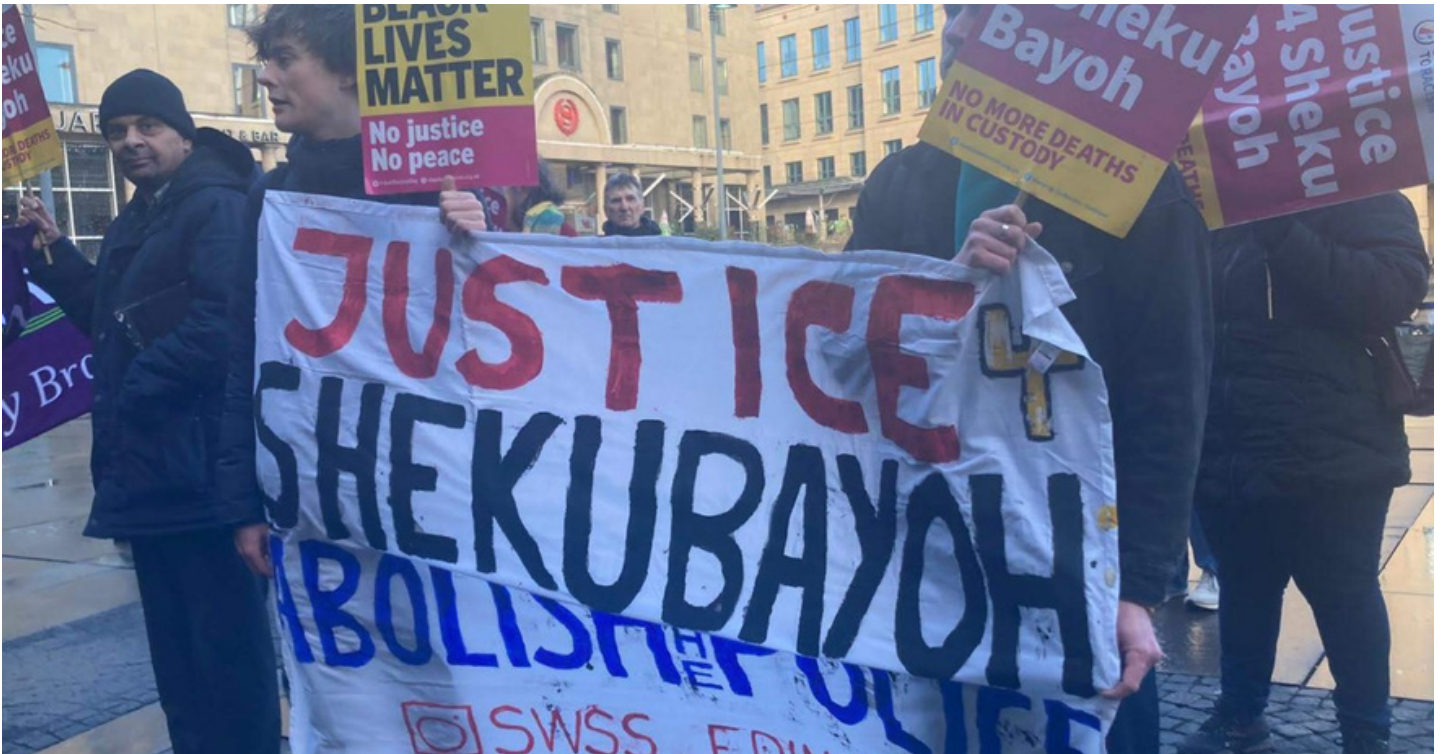
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PHOTO SPEAK: SCOTTISH COUNCIL



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PHOTO SPEAK: JUSTICE FOR SHEKU BAYOH RALLY



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MEMBERSHIP

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SCOTTISH COUNCIL

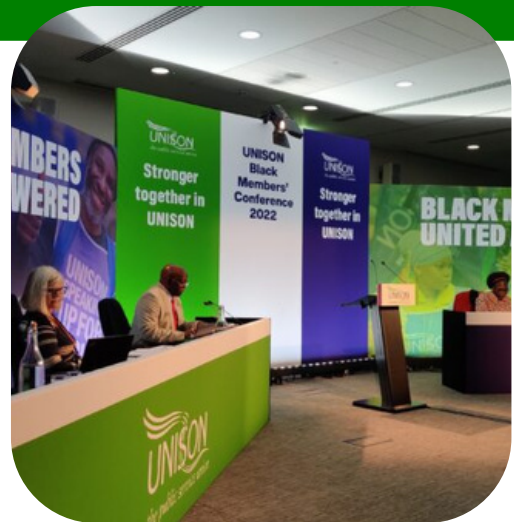


PUBLIC SERVICE

Local Government is UNISON Scotland's biggest service group. Its remit covers a range of employees including those of all of Scotland's councils, Direct Labour and Direct Service Organisations, Trusts, Joint Boards, voluntary and related organisations and private companies.

THE CHARTER

UNISON's commitment to end workplace violence led to the establishment of the End Violence at Work Charter which requires employers to meet some standards, to have a written violence and aggression at work policy, which is available to all staff.



REPRESENTATION.

UNISON represents people employed in all areas of local government. We make sure the needs and rights of workers in this sector and related public services in our service group are recognised and defended. By working together within UNISON, local government workers can achieve more.

TOGETHER WE RISE

A luta continua

Victoria ascerta



Show others that you are an ally, that you care about their well-being and are committed to diversity, inclusion, equity and anti-racism is one way to take action.

UNITY

"Our ability to reach unity in diversity will be the beauty and the test of our civilization"
Mahatma Gandhi, 1925.

THE FORCE IS WITH YOU

Inspired by the dream of living in a world where we are not judged by the colour of our skin but by the content of our character, UNISON Scottish Black Members' Committee in the 2023 Year of Black Worker, will be taking the message of hope to the front and centre of our campaign throughout the year.

DREAM

"Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world". Harriet Tubman, 1913.