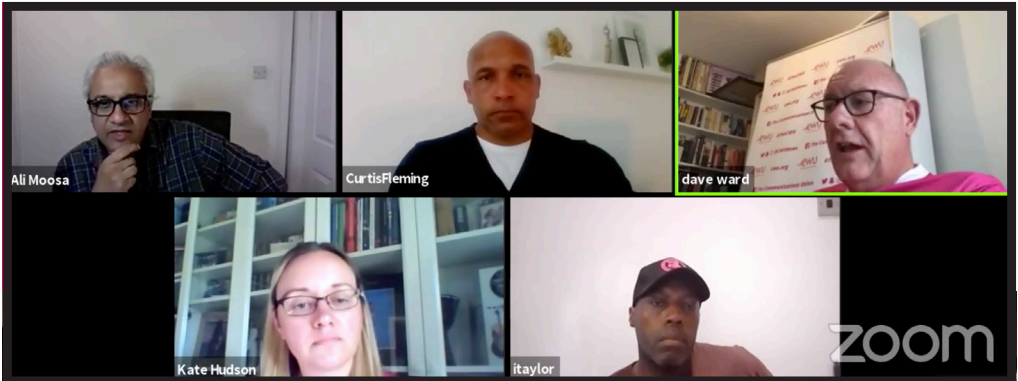


EQUALITY, EDUCATION & DEVELOPMENT DEPARTMENT



ANTI-RACISM FRAMEWORK

2021 AND BEYOND





Racial discrimination and deep-rooted inequalities are visible in society and still evident in many UK workplaces.

In an attempt to begin to address some of the symptoms of racism the CWU are committed to sustained action through visible leadership and collectivism. As a union we believe that everyone should have equal access to work and the opportunity to reach their potential regardless of any aspect of their identity, background or circumstance.

The CWU has a long history of leading progressive change and is proud of its record in fighting racism. In producing a statement that sets out our values we have set a foundation from which we now need to build upon.

Diversity and inclusion is our strength that is why we are committed to an Anti-Racism project that will be properly researched and resourced. We aim to work with our Equality and BAME Leads to develop practical steps to deliver a 'one union approach' in addressing racism and drive positive action into our workplaces.

Our anti-racism strategy is part and parcel of the CWU's overall objective of creating an environment that promotes community cohesion rather than division. This has been at the root of the CWU's success in the workplace.

In addition to introducing change within our own structures, we will work with our communities, political representatives and likeminded agencies to address the impacts of racism and discrimination

in wider society. This means leading change by opening community engagement, identifying gaps and inequalities, and working together to assist in developing new initiatives. This will include considering new and existing government policies, services and programs and the impacts they may have consciously or unconsciously on BAME people.

Our Anti-Racism work will, through research, inform our proportionality agenda and will enhance our aims to achieve a more diverse and inclusive union. Understanding the make-up of our union helps us to better understand the needs of our membership and the communities they live in, which in turn will help us build better policies and outcomes.

The CWU recognises that much work remains ahead to eliminate racism and discrimination. Despite this we are taking action by creating a basis for change. Together, we can work toward building a more inclusive and equitable union and a better, fairer society for all working people.

This booklet sets out the following four key strategic areas for our Anti-Racism work.

- 1. Leadership and Representation**
- 2. Working within our structures and empowering communities**
- 3. Building awareness and changing attitudes through education**
- 4. International Solidarity**

These four strategic areas will provide a framework for our future strategy.

1. LEADERSHIP AND REPRESENTATION

We are not starting from scratch. Through our ongoing commitment to proportionality, via credible diversity data collection, we will continue working towards the elimination of structural racism and discrimination. Through the promotion and development of BAME leadership and representation we will ensure that we benefit from the presence of appropriate levels of BAME leadership in decision making rooms.

Action has already been taken to help make our national executive leadership look more reflective of our membership. Since August 2021 BAME representation has increased from one to four members, representing 10% on the NEC, compared to a membership of 9%.

Redesigning our union has also allowed us to deliver a team of new BAME leads that feed into our regions, branches and wider union structures. This structure gives us the ability to enhance our engagement with members locally and the ability to mainstream our anti-racism work. There is further work yet to be done to fully integrate these roles and develop a consistent approach across regions.

We continue to promote BAME leadership at all levels of our union by regularly reviewing our BAME diversity data and identifying systemic barriers

and particular challenges. Our BAME leadership courses have been a success in encouraging BAME members to become more active in their role, this work will now be built on to maximise participation and progression.

Going forward we would like to advance our BAME leadership and representation efforts to:

- Utilise our CWU leads and officers and educate them on how to use our diversity data as an organising tool, this includes breaking down BAME members by ethnicity, targeting our approach and strengthening our future anti-racism work.
- Campaign for employers to take a leading role in addressing systemic, institutional racism and discrimination wherever it exists. This will include reviewing and improving employment policies, recruitment policies, ethnicity pay gap reporting, in particular within those businesses we operate in.
- Promote leadership and positive action to achieve proportional structural representation in the CWU and proportional representation of BAME people not only within the union but within those structures where BAME members remain significantly under represented including increasing and promoting participation in the political arena.



2. WORKING WITHIN OUR STRUCTURES AND EMPOWERING COMMUNITIES

Combating racism and discrimination must be a priority in and outside the workplace. We know we need to support BAME people and communities on the ground and work more closely with those who have expertise in addressing various forms of racism.

As a union we play an active role on the TUC's Anti-Racism Taskforce and have already begun carrying out co-operative work in this field. The TUC are clear that its affiliated unions need to take a more hands on approach. The work of the Taskforce will also support the project we are committing to in the NEC motion. Embedding this work further throughout our structures is vital to the work of the TUC Taskforce and the CWU's overall aims and objectives.

In conjunction with Show Racism the Red Card (SRtRC), during the Covid crisis we successfully delivered a programme of innovative and engaging sessions which have shone a light on the causes and the consequences of racism in the workplace and wider society. We aim to deliver more of these sessions in workplaces in the near future.

We will continue to promote our members' lived experiences through our CWU #WhyDid campaign and encourage all members to "Call it Out" whenever they witness acts of racism.

Through our efforts the CWU have learnt that racism has different impacts on individuals and manifests itself in a variety of ways, so a one-size-fits-all approach cannot work. We recognise that working with local communities, political representatives and like-minded organisations who specialise in tackling racism and discrimination we can collectively design, develop and deliver projects to address the specific barriers BAME people face. This allows for the CWU to encourage a community alliance and develop regional and local initiatives to target particular issues.

To this end we will need additional resources to support a community initiatives programme and to offer enhanced support for community capacity

building and projects that promote diversity and inclusion. CWU National and Regional Equality and BAME Leads will play an integral role in this work and will be central to building links in local and regional communities.

Our Future anti-racism program will seek to:

- Extend our community efforts and work with local communities and Non-Government Organisations who have expertise in addressing various forms of racism and discrimination.
- Expand on existing work and engage and draw on lived experiences by tailoring events and union work to accommodate particular circumstances
- Concentrate on how we bring communities together with common objectives
- Create a platform for open discussion on the issue of race
- Organise discussions forums to talk about the use of the Acronym BAME and other ethnic terminology allowing for input and feedback
- Create opportunities for CWU networking
- Work alongside communities and political leaders to link in and create alliances.



3. BUILDING AWARENESS AND CHANGING ATTITUDES THROUGH EDUCATION

Education and awareness are essential in order to effectively work toward the elimination of racial discrimination and inequality. That is why the CWU commit to invest in education.

The pandemic has opened our eyes to the bigger picture when it comes to technology. We now use online technology to carry out education, organising activities and hold regular meetings using conference call technology such as zoom.

To this end we will continue to pilot new methods of delivering education and engagement, particularly as we revert back to face to face meetings and residential training. We shall also broaden and promote our offer of anti-racism training and education, as well as explore opportunities to upskill and develop tutors that are confident in delivering a new anti-racism education package. This in turn will offer new opportunities for more BAME representatives to become tutors, supporting our efforts towards proportionality and representation. Our goals for our anti-racism project will be to:

- Increase awareness and understanding of the historical roots of racism and its different impacts on BAME people, including its legacy. Efforts will seek to promote black history within our own structures, as well as promote reforms in the National Education Curriculum to make black history mandatory in schools.
- Demonstrate the parallels between the pursuit of racial equality and the overall working class struggles
- Challenge lies and myths advocated by the far rights, racist, xenophobic, bigoted ideology.
- Create educational resources on anti-racism and the rise of the far right and make them available through Left-Click, Online & Classroom forums
- Create new CWU workshops focusing on media bias and bursting the myths, including raising awareness of the many benefits of diversity and different cultures within workplaces
- Work with Regional and local BAME and Equality leads to roll out constructive workplace initiatives in each Region.

4. INTERNATIONAL SOLIDARITY

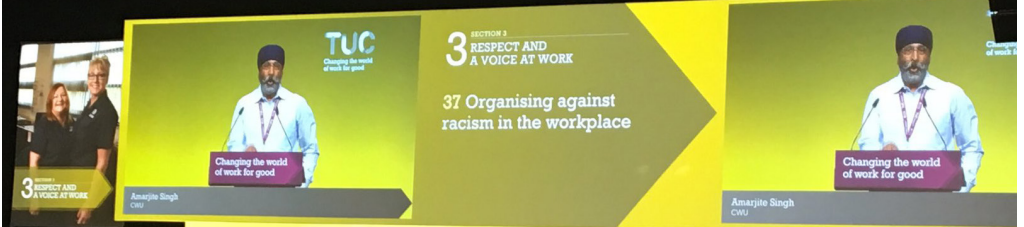
We believe eradicating racism and discrimination is part of a single, globally-connected movement for justice and equality. As a union we are committed to utilising our platform and proactively, centring the voices of BAME people at all levels of our union, as well as supporting the fight against racism and systemic oppression around the world.

As a trade union movement rooted in the pursuit of justice and equality, we recognise the importance of lifting up our voices together to proclaim solidarity with those who continue to face systemic racism, oppression, and violence. In recognition of how this struggle has manifested for BAME people in the UK, and how that struggle is deeply interconnected with the challenges facing historically-marginalised communities in so many countries, we support international collective efforts and anti-racist statements of solidarity from around the world.

As part of our anti-racism programme we aim to:

- Show visible support on international efforts to eradicate racism and discrimination







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