



**“WHAT’S MY  
RACE GOT TO  
DO WITH IT?”**

**DECLARING YOUR  
ETHNICITY WITH  
THE CWU**

## USEFUL CONTACTS

UNIONLINE Free Helpline for CWU members

Tel: 0300 333 0303

Windrush Victim Helpline for CWU members

Tel: 0300 333 0303

CWU Bullying & Harassment Helpline

Tel: FREEPHONE 0800 090 2303

Equality, Education & Development Department

CWU HQ, 150 The Broadway, Wimbledon, London, SW19 1RX

Tel: 0208 971 7340

Email: [equality&education@cwu.org](mailto:equality&education@cwu.org)

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Head of Equality, Education & Development Department

Tel: 0208 971 7238

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## INTRODUCTION

- The CWU believe that racism has no place in our workplaces and that every person, regardless of their race, ethnic background or class should be able to reach their full potential.
- In 2021 we published an [Anti-racism statement](#) reaffirming our commitments to being an anti-racist, campaigning organisation. This led to the establishment of the [CWU's Anti-Racism framework](#) which sets out the CWU's plan of action against racism at work and in wider society.
- As a union we are proud of our efforts in supporting those that have been effected by racial injustices such as the Windrush scandal, the Grenfell disaster, and more recently the Covid 19 pandemic, and Black Lives Matter movement.
- We recognise that our movement must be part of the change we all need to step up and stamp out prejudice and racism in our workplaces and in wider society, as such the CWU has committed to building a community of collectivism that demands respect and fairness for all.
- By collecting ethnicity data across our union, at different levels of our structures, enables us to understand the makeup of our union and effectively target our efforts and actions towards dismantling racist structures and attitudes.
- This booklet has been produced to help explain to CWU members why monitoring ethnicity is important to the CWU and how it can improve the lived experiences for all.

## WHAT IS ETHNICITY MONITORING?

Ethnicity Monitoring is the process we use to collect, store and analyse data about CWU member's ethnicity which can be used to:

- Understand who is a member of the CWU from an ethnic background and whether the CWU is representative of the CWU membership in terms of ethnicity;
- To identify if there is any difference in experience between different groups and different groups of ethnicity;
- Identify trends;
- Highlight possible inequalities or gaps;
- Investigate the underlying causes of racism and inequality; and
- Seek to put solutions in place to address any unfairness or disadvantage.

## WHY IS THE CWU MONITORING ETHNICITY?

Monitoring will help us to check whether policies, procedures or organisational culture potentially discriminates against any underrepresented groups.

Without monitoring there is no reliable way of knowing:

- Whether discrimination is taking place;
- Whether policies or practices to prevent or tackle discrimination are working; and
- When policies or practices require amendments to cater for social change.

Information from ethnicity monitoring can help us to ensure fairness and help us find out why and how discrimination takes place.

## **WHAT WILL THE CWU DO WITH THE INFORMATION?**

Any information that you provide will be treated in complete confidence.

The CWU take all steps reasonably necessary to ensure your data is treated securely and in accordance with the Data Protection Act and GDPR.

Any statistical CWU proportionality reports that are produced will be anonymous and details will not be published if it is possible to identify a person.

For more information on how we use and store personal data please see the CWU's privacy policy accessible here - [www.cwu.org/privacy](http://www.cwu.org/privacy)

## **STAND UP AND BE COUNTED**

It's normal to be protective of your personal information. But if we don't know the make-up of our union then we can't be expected to know what the issues are or how to make things better.

Knowing where our BAME members are helps us to look forward and to set progressive goals, prioritise our agendas and actions and, ultimately make our union better.

**INFORMATION FROM ETHNICITY MONITORING CAN HELP US TO ENSURE FAIRNESS AND HELP US FIND OUT WHY AND HOW DISCRIMINATION TAKES PLACE.**

# HOW DO I UPDATE MY MEMBERSHIP ETHNICITY INFORMATION?

There are many different ways members can share ethnicity information with us. Below are 2 of the most common methods:

## 1. CWU Website – CWU members can update their details via the CWU website by following the following these 6 simple steps.

- Step 1 – go to [www.cwu.org](http://www.cwu.org) and click on members sign in
- Step 2 – log in or register (create an account) using the toolbar displayed
- Step 3 – once logged in – click on ‘update my details’
- Step 4 – log in to members section using membership number and log in password
- Step 5 – click on ‘edit your information’
- Step 6 – update your ethnicity information and sav

## 2. Contact your CWU branch – Simply contact your branch secretary or speak to your local CWU representative and ask if you can update your membership ethnicity details.



**Scan the QR Code and update your membership information**



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**General Secretary** Dave Ward | [f](https://www.facebook.com/DaveWardCWU) Dave Ward CWU | [@DaveWardGS](https://twitter.com/DaveWardGS)

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