

Fact sheet 2 Black members officer action plan

**2023 YEAR OF
BLACK
WORKERS**

Establishing legacy to generate change

Task	Detail	How can you achieve this? Who can help you?	When do you think it would be realistic to achieve this?	Done
1	Find out how many Black members there are in your branch	(membership officer) can check WARMS and see how many members have a Black recorded on their membership record. Numbers, not names, aim to target this group with tailored communication and work to increase membership and activism in the group		
2	Make sure members know who you are and how to get hold of you	(comms officer) can send email – Can there be an equalities page on the website – bio of officers on website.	Deadline for newsletters? Can the website be updated?	
3	Attend branch equality officer training	Check the national website for details SE training - Black members Training Passport The Big Weekend	Throughout the year Usually, May or June	
4	Make members aware of Black groups/ forums held by employers - Create a safe space to discuss issues and lived experiences pertinent to the group	Encourage UNISON members to join and take part employer Black forums, more members can be sought this way and useful information can be gained about how the employer performs with Black staff	As soon as possible	
5	Members to update their ethnicity on UNISON membership records	How might you encourage members to update their ethnicity on their UNISON membership record? update their details on https://www.unison.org.uk/my-unison/ MyUNISON Highlight the benefits of getting involved in SOGs	As part of branch comms/newsletter	

6	Contribute to branch communications regarding issues affecting Black members where you work?	Success stories – anonymised, where your branch helped Black members with issues at work? Challenging racism in the workplace, unconscious bias.	Ongoing as profile of branch officer is raised with employer and branch	
7	Publicise events on UNISON communication channels that would be of interest to Black members	Encourage members to participate, publicise events from National and SE region websites - cascade information to comms officer for wider circulation	Ongoing – regular in branch newsletter	
8	What does your branch do now, that it could do differently around Black	Encourage setting up a branch Black Self organised group	ongoing	
9	What does your employer do now, that it could be improved, regarding Black?	Ask for Equality and Inclusion data from the employer so that you can analyse and check, Ethnicity pay gap	ongoing	
10	Find out what your Black member wants – Survey	Survey your Black members find out what they want more information on – 10 questions on Member learning, setting up a SOG Region can set up a Survey that can be emailed out to Black members	ongoing	
11	Order Black members materials for events in your branch	Agree for the branch to purchase Black member leaflets and merchandise by using UNISON Online Catalogue Or for a full list of available merchandise email June Anderson: June@tc-group.co.uk	ongoing	

12	Use UNISON logos for communications to members	Logo for 2023 Year of Black Workers The logo for 2023 Year of Black Workers has been uploaded and can be found on the UNISON Resource Space here .	ongoing	
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