

University and College Union

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To	Branch and local association secretaries
Topic	Reminder – Annual Equality Groups Conference
Action	To encourage registrations, motions and nominations for the Annual Equality Conference
Summary	Further information and a reminder of the deadline dates for the Equality Conference.
Contact	Sue Bajwa, Conferencing Officer sbajwa@ucu.org.uk

Dear Colleague,

This is a reminder that this year's Annual Equality Groups Conference will be held from 3-5 December 2020. The conference is central to taking forward the equality work of UCU, and is an excellent opportunity to join other UCU members in discussing motions from branches/LAs, hearing from guest speakers and taking part in workshops. The conference will consist of a plenary session for all the equality groups, as well as separate conferences for each of the five equality groups. You must self-identify with an equality group if you wish to attend that particular conference.

Due to Covid-19 restrictions, this year's equality conference will be held online using Microsoft Teams. We will be running test sessions for delegates to check their connection on **Monday 30 November from 12:30 – 14:00 and Tuesday from 17:00 – 18:30**. We encourage all delegates to do this, especially if they are not familiar with Teams.

To register for this conference [click here](#)

Deadline for registration is Monday 16 November 5pm.

Further information about each conference is set out below:

Thursday 3 December - Migrant Members' Conference (10:00 - 13.00)

The theme of this year's migrant members' conference is intersectionality and the Hostile Environment. Attendees will hear from a range of speakers on how different groups are impacted by the government's Hostile Environment policies, and the ways

in which personal characteristics combine to shape migrants' experiences. The conference will also hear updates from UCU's Migrant Members' Committee about recent and ongoing work, and have a chance to debate any motions submitted by branches. Those attending the conference will also be able to vote in elections for the Migrant Members' Committee.

Thursday 3 December - Women Members' Conference (14.00-17.00)

Re-shaping the future: protecting women's rights

Covid-19 has thrown the gendered division of work into sharp relief and highlighted once again the inequalities women experience and the inter-sectional dimension of these. This conference will be an opportunity to discuss issues of key concern to women at present, such as balancing work and caring responsibilities, workload, casualisation, Black Lives Matter and maternity rights. We will discuss how we can protect women's rights for the future and what action we can take both locally and nationally. There will be a range of speakers as well as opportunities for delegates to raise and discuss other areas of work they are involved in and/or would like to take forward collectively.

There will be guest speakers including Kate Moran, Maternity Action

Friday 4 December - Joint plenary and workshop sessions (10:00-13:00)

This joint plenary session will explore the unequal impact of the covid-19 pandemic and how we can build a shared equality agenda for the future.

Join us to hear from a range of speakers including UCU general secretary, Jo Grady, about how we can hold the government and employers to account for the disproportionate impact of the Covid-19 crisis on different groups.

Attendees will also have the chance to take part in facilitated workshops focussed on foregrounding equality concerns within local campaigning and bargaining work.

Friday 4 December - Disabled Members' Conference (14:00 – 17:00)

Disability, Covid and beyond

It's time to organise! The working lives of Disabled people have changed dramatically since the start of the year, blighted by structural inequalities, the disproportionate impact of Covid-19, has exacerbated the failure of employers to provide reasonable adjustments and appropriate support for Disabled workers.

The annual conference will look at the issues raised by the pandemic, the emerging landscape and what the future will look like for Disabled workers. Our keynote speaker will be Zita Holbourne, PCS Vice President, who will address the conference on the challenges and issues for disabled workers and the fight for disability equality, as well as giving her perspective of being a black disabled woman.

Saturday 5 December – LGBT+ Members’ Conference (10:00 – 13.00)

The annual LGBT+ members’ conference is a place for focusing on current issues for LGBT+ people with a particular emphasis on the post school education workplace. This year the conference will be online. Speakers will look at intersectional LGBT+ issues and what needs to / can be done by UCU nationally and locally to progress equality and liberation. Committee reports are heard at the conference and conference delegates elect the UCU LGBT+ committee.

Saturday 5 December – Black Members’ Conference (14:00 – 17.00)

Know the past, shape the future

The keynote speaker for the conference will be Zarah Sultana MP. There will be three workshops focusing on the following areas:

- Casework – protecting yourself in the work place + COVID-19
- BLM – Beyond 2020 – Potential sources of support for those losing their job + colleagues from UCU on contracts
- Developing activists programme to direct people to what is available or relevant to their needs.
- Community and Prison education and decolonisation of prison education

Motions:

Each branch can send up to three relevant motions that will be discussed and voted on in the relevant equality group. The passed motions will then go to the NEC to advise on issues affecting the equality groups.

The deadline for submission of motions is Thursday 12 November

Once all motions are received, registered delegates will receive a link to a web page where the motions document for each conference can be downloaded. If you are moving or wish to speak to a motion a form will be provided for delegates to make their requests on this web page.

Nominations:

Each Branch/LA can nominate one member to each equality standing committee, and attendees at each equality conference will elect committee members. The committees normally meet three times a year at UCU’s head office.

The deadline for nominations to the standing committees is Thursday 19 November

Forms for nominations for the Standing Committees and the submission of motions can be downloaded here:

For Women member nominations and motions form <http://www.ucu.org.uk/wmanual>

For LGBT members nominations and motions form - <http://www.ucu.org.uk/lgbtannual>

For Black members nominations and motions form <http://www.ucu.org.uk/bmanual>

For Disabled members nominations and motions form <http://www.ucu.org.uk/disannual>

For Migrant members nominations and motions form
<https://www.ucu.org.uk/mmannual>