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## 1. UCU Annual Equality Conferences

Registration is now open for the Annual Equality Conferences. The conferences are an excellent opportunity to meet other UCU members, discuss key issues and help formulate policy for UCU on each of the equality strands. The 4 Equality Standing Committees will also be elected at the conferences. The conferences are free of charge and travel expenses will be met.

### **Friday 13 November 2009 Women Members' Annual Conference *Reclaim feminism, reclaiming the right for women's rights***

Come and join us at the annual UCU women members' conference on Friday 13 November 2009 from 10.00-4.30 at Carlow Street, London NW1. The conference is open to all UCU women members.

The main theme is the resurgence in feminism; we will look at what it means to be a feminist and how it affects and/or assists our working lives. The keynote speaker will be Megan Dobney, SERTUC Regional Secretary and in addition there will be a number of workshops. These will include: campaigning and activism in UCU, Gender Equality Duty in education, black feminism and end violence against women.

The conference is a great opportunity to meet other women members and have a say in shaping union policy around gender issues.

For more information about the content of the conference, please contact Charlotte Nielsen, [cnielsen@ucu.org.uk](mailto:cnielsen@ucu.org.uk)

### **Saturday 14 November 2009 LGBT Members' Annual Conference *40 years after Stonewall: What's our agenda today***

UCU LGBT members' conference will have focus on both legislation and liberation in 2009, with speakers on the Single Equality Bill and the UCU single equality scheme. The bill promises to extend statutory public equality duties across all strands including sexual orientation and more fully encompass gender identity equality.

The conference will also address some issues raised within UCU LGBT discussions over the past year. A fundamental question that is being asked globally is whether legislation has gone far enough to ensure meaningful equality on the grounds of sexual orientation and gender identity. Another question is whether equality actually addresses what it means to be L,G,B or T or if it misses the impact and importance of our diversities?

For more information about the content of the conference, please contact Seth Atkin, [satkin@ucu.org.uk](mailto:satkin@ucu.org.uk)

**Friday 20 November 2009  
Disabled Members' Annual Conference  
Achieving Equality with Disabled  
Members**

Please join us for this important annual event for all UCU's disabled members. We are delighted that Alun Davies, Chair of the EHRC Disability Committee will be giving the keynote speech.

Much of the day will be devoted to involving you in the development of UCU's own equality scheme. We will use the time to discuss your views about the key priorities which should be included in the action plan 2010-13 to advance equality for our disabled members.

There will also be two workshops on the day which will provide opportunities for networking with colleagues from across the country. They are Disabled People and the recession and The Commission for Disabled Staff: progress to date.

Please join us and get involved in shaping UCU's equality agenda.

For more information about the content of the conference, please contact Rachel Curley,  
[rcurley@ucu.org.uk](mailto:rcurley@ucu.org.uk)

**Friday 11 December 2009  
Black Members' Annual Conference  
Recession: the Impact on Black Workers**

The theme of this years' conference is the recession and the impact this will have on black workers on a range of issues.

We intend to invite speakers from across the trade union movement to share the perspectives of black workers whose terms and conditions are under attack.

The workshops are designed to capture the different ways in which the cataclysmic failure of the economy impacts disproportionately on black people. These will include sessions on:

- Fighting the BNP
- Fighting the impact of public sector cuts in education
- Marketisation of education

For more information about the content of the conference, please contact Chris Nicholas,  
[cnicholas@ucu.org.uk](mailto:cnicholas@ucu.org.uk)

You can register online at <http://www.ucu.org.uk/index.cfm?articleid=2669> or request a form from Sue Moss at [smoss@ucu.org.uk](mailto:smoss@ucu.org.uk). In accordance with Rules, Branches and LA's will be able to submit nominations and motions for each of the equality standing committees. Nomination and Motion forms can be found here <http://www.ucu.org.uk/index.cfm?articleid=2669> or requested from [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk).

Places are limited, so register soon to avoid missing out on these exciting events!

## **2. Developing Activist Network (DAN) Equality Days**

DAN events are aimed at new members who have not yet attended any formal UCU training or who are not yet holding a formal branch position. Attendance at DAN events is free and reasonable costs (including travel and childcare) will be reimbursed from central funds.

You can register here: <http://www.ucu.org.uk/makingadifference> or email: [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk). LGBT DAN days will be coming next year.

The Equality Unit is pleased to announce the following DAN Days:

### **Thu 29 Oct - UCU disabled members: London**

**'Making a difference in your workplace' is a one-day event run by the Developing Activist Network (DAN) and it is tailor-made for disabled activists who are relatively new to the union or relatively new to activism.**

If you think that you might be interested in becoming more active in your workplace, or want to know more about the union and how to effect real change, then this course is for you. As well as an introduction to the union, the day will focus on how to identify and tackle key workplace issues for disabled members. There will also be time to consider how to involve more disabled members at your workplace. The day will be facilitated by staff from UCU's equality and campaigns departments and a member of UCU's national disabled members committee. This really is a great opportunity and places are limited, so priority will be given to newer members and those who have not previously attended training events.

For more information or to register, please contact Janet Pantland: [jpantland@ucu.org.uk](mailto:jpantland@ucu.org.uk)

### **Tue 3 Nov - UCU DAN black members: Manchester Wed 4 Nov - UCU DAN black members: Birmingham Thu 5 Nov - UCU DAN black members: London**

This course is aimed at black members who are interested in becoming more active in UCU but have yet to be involved in formal activity at local or national level and who have not undergone any formal training.

This course aims to:

- Develop members' understanding of what it means to be active in UCU; clarifying their own motivations and using these to identify next steps for local union activity
- Examine the role and function of UCU's equality structures
- Explore the role of equality legislation in collectively tackling discrimination
- Orientate those wishing to become more active in the union so they are able to identify gateways into branch, regional, and national activity and training
- Increase members' understanding of basic branch building techniques
- Provide opportunities for members to learn from and network with each other

For more information please contact Chris Nicholas: [cnicholas@ucu.org.uk](mailto:cnicholas@ucu.org.uk)

### **Wed 18 Nov - UCU women members: London**

Are you new to UCU or have you just recently started to get involved with the union? Come along on 18 November to UCU Women's Developing Activist Network (DAN) event in London! It will provide a networking opportunity for members to share experiences, ideas and information in a safe and friendly environment and provide an introduction to the variety of areas of UCU membership across FE, HE, adult education, land-based education and prison education. The day will include a number of different workshops and you will hear about our current work and campaigns as well as find out how you might get involved. The event is free of charge! Please encourage any women that you work with to come along.

For further information please contact Charlotte Nielsen: [cnielsen@ucu.org.uk](mailto:cnielsen@ucu.org.uk) or Abbie Jenkinson: [ajenkinson@ucu.org.uk](mailto:ajenkinson@ucu.org.uk) in the first instance.

### 3. UCU Equality Reps Training

UCU Equality Reps Training will be taking place on:

**16 Dec 2009 & 5 Mar 2010 – London**  
**10 Feb 2010 & 14 May 2010 - Manchester**  
**8 Apr 2010 & 11 June 2010 - Glasgow**

**The course is delivered as two 1-day sessions and participants are expected to attend both days.**

This course will help you:

- understand the role of the UCU equality rep or equality officer
- ensure equality is embedded within the branch bargaining and organising agenda.
- find out more about discrimination legislation
- improve equality policies and agreements
- find out about good practice and share success stories
- promote equality in the workplace, branch and the union
- develop tools and techniques for raising equality issues
- develop equality networks
- sharpen negotiating skills

For more information or to register, go to:

<http://www.ucu.org.uk/index.cfm?articleid=4093>

### 4. Campaigning Against Nursery Closures

UCU is extremely concerned about the number of workplace nurseries at colleges and universities which have closed or which are threatened with closure. These short term financial decisions will have a long term detrimental impact on staff and students, mainly women and lone parents. Many of these decisions are being made without adequate equality impact assessment. It is yet more evidence of the failure of colleges and universities to take seriously their legal obligation to comply with the gender equality duty

UCU is launching a joint campaign with NUS and UNISON and we will be writing to the Children's Minister and the EHRC outlining our concerns and asking them to intervene. We have produced campaigning materials for all local associations and branches including a campaign pack and leaflet. Please see [www.ucu.org.uk/saveournurseries](http://www.ucu.org.uk/saveournurseries) for more information.

### 5. Impact Assessment – good practice examples.

We are updating our publication on impact assessment and looking for examples of good practice. If your institution has engaged in all inclusive impact assessments and you have a copy of materials that were used, plus any other information you wish to share please let us know by sending to [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)

## 6. Gude Cause Event – Edinburgh

10th October 2009 hundreds of women, children and men take to the streets of Edinburgh to pay tribute to the women in Scotland who campaigned to obtain women's right to vote and celebrate 100 years of women's activism as they re-enact the original procession.

Join the GUDE CAUSE on this special day that will deliver a history lesson on the streets of Edinburgh. The day will provide an energising focus and raise the profile of women's activism as it demonstrates the power of women's contribution to society, culture and all aspects of public and private life in 21st Century Scotland.

GUDE CAUSE was formed to mark the 100th anniversary of the Women's Suffrage Movement Procession along Princes Street in 1909. The culmination of this celebration will be a re-enactment of this march on 10th October 2009. <http://www.gudecause.org.uk/>

### Get involved

If you would like to join one of our networks, please send an email to [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) stating your preferred email address along with the name of the network you would like to join. You should note that these networks are not discussion forums, but that you will be sent information relating to the area of equality. The networks available for joining are:

**Black Members Network**  
**Women Members Network**  
**LGBT Members Network**  
**Disabled Members Network**