

Contents

1. UCU Equality Scheme
 2. Anti-Fascist Campaigning
 3. Congress 2010
 4. EI Global Awareness Raising Campaign **PAY EQUITY NOW!**
 5. Local news: Goldsmiths against points based immigration
 6. Parental Leave Agreements Updated
 7. UCU Equality Reps Training
 8. Events
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1. UCU Equality Scheme

The National Executive Committee has approved the UCU draft equality scheme. This will now go to UCU Congress in May for endorsement. It has been drawn up with the involvement of all regional and national committees. The scheme will be sent out to all branches and regional committees for information.

It is also available on the UCU web site at:

<http://www.ucu.org.uk/index.cfm?articleid=4137>

2. Anti-Fascist campaigning

We are currently updating our anti-fascist material and hope to have these ready for download from the web site shortly. In the meantime, if you are organising an event that you would like us to publicise, please send these to Chris Nicholas cnicholas@ucu.org.uk or Sharon Russell srussell@ucu.org.uk.

Hope not Hate are organising a National Day of Action on March 27 to celebrating modern Britain. To find an event near you, visit www.hopenotehate.org.

Show Racism the Red Card is organising a free conference entitled 'Tackling Racism and Promoting Race Equality' on Friday 30 April at the MK Dons FC, Milton Keynes. The conference aims to raise awareness of issues of racism and the impact on young people, examines how race equality can be promoted through the curriculum, aims to empower delegates to challenge racism and respond to racist incidents. Lunch will be provided and delegates will receive a goody bag of resources to support teaching. To register or for further information, visit <http://www.srtrc.org/news/news-and-events?news=838>

3. Congress 2010

The Equality Unit will be running the following fringe meeting at this year's Congress:

Sunday 30 May 1-2pm: The legacy of hope: anti-Semitism, the Holocaust and resistance, yesterday and today.

Monday 31 May 1-2pm: Stopping Disability Hate Crime:

Monday 31 May 6-7pm: A celebration of the 100th anniversary of International Women's Day

Tuesday 1 June 1-2pm: Progressing LGBT Equality in 2010

Tuesday 1 June 1-2pm: Black members' fringe (title tbc)

Please come along to join us for these discussions.

4. EI Global Awareness Raising Campaign PAY EQUITY NOW!

On International Women's Day 2010 Education International launched its Global Campaign "Pay Equity Now". By launching this campaign, EI affirms the right of all workers to equitable wages, and aims to help education unions overcome gender discrimination in employment.

The EI Pay Equity Now Campaign aims to encourage teacher organizations worldwide to collect solid evidence, adopt union policies, and network for well-coordinated lobbying to get governments to commit to implementing pay equity, also in times of economic crisis.

Pay equity means:

- Equal pay for the same work
- Equal pay for work of comparable value
- Eliminating the wage gap between female- and male-dominated jobs
- Taking factors such as ethnicity, social background and disability into consideration

Please visit the EI webpage www.ei-ie.org/payequitynow to find campaign tools, questions and answers on pay equity, background documents and links to further information on this issue. We are inviting you to share with us the posters and pictures of your activities and campaigns for equal pay, as well as your stories from negotiations and lobbying successes.

As you may know, the Equal Pay Day will be celebrated again this year in spring. The date differs between countries, and symbolizes how far into 2010 women must work to earn what men earned in 2009. In the pan-European region we will take the European Pay Equity Day on 15 April 2010 as an occasion for a European launch of the campaign. We invite you to use the EI leaflet and webpage to make teacher unions' demands for pay equity visible. Please keep us updated on your activities!

5. Local news: Goldsmiths against points based immigration

Des Freedman – Secretary UCU Goldsmiths reports:

'Students Not Suspects' is a group of staff and students, based at Goldsmiths and officially supported by Goldsmiths UCU and NUS, opposed to the points-based immigration rules (PBI). We've been campaigning on the issue for some time and held a public meeting in February with Tony Benn, Sean Vernell, the NUS Black Students' Officer and the campaigns manager from English PEN.

It was a fantastic meeting. Our starting point is that the rules are explicitly discriminatory and divisive at a time when we want maximum unity to resist the impending cuts. The spectre of the cuts was the major backdrop to the meeting. This is not a diversion from 'bread and butter' issues but a way of bringing staff and students together on an issue of major concern.

So far apart from producing some great campaign T-shirts ('We are not border agents' is the slogan - see them at <http://homepages.gold.ac.uk/ucu/>):

- Four academic departments at Goldsmiths have signed a statement of opposition to PBI rules;
- We've collected personal stories and experiences about how PBI has impacted on students' lives and have got the Students Union to represent people who've been negatively affected;
- We're organising a teach-in on the 18th of March on the issue;
- We've taken the issue to the JNCC asking management to make a public statement on PBI and have asked for an impact assessment on the implementation of the rules;
- We've given out thousands of postcards and flyers with information about PBI;
- We've now held two really successful public meetings at the College and have a Facebook page ('Students Not Suspects' as well as a blog).

Campaigns like this involve new faces and really help to build bridges between staff and students at a time when this unity is essential.

Please send us your local equality news so that we can share it: eqadmin@ucu.org.uk

6. Parental Leave Agreement Updated

The joint agreement on guidelines for parental leave in further education colleges has recently been revised. The updated agreement can be found here:

<http://www.ucu.org.uk/index.cfm?articleid=2308> or email jpantland@ucu.org.uk for a copy.

7. UCU Equality Reps Training

There are still places available on the new course for UCU equality reps in:

- **Glasgow: 8 Apr 2010 & 11 June 2010**

For more information or to register your interest in future courses go to <https://www.ucu.org.uk/index.cfm?articleid=4093> . All branches are encouraged to send their equality officer or another branch officer to one of the courses.

8. Events

UCU Education for change seminar - Preparing an Activist Agenda to Promote a New Education for Women

UCU is holding a one day seminar on **23 June 2010** aimed at women members. The seminar will consider how current government and institutional policies and practices affect women's experiences in relation to:

- Access and participation in education (e.g. the gendered curriculum, fees and affordability, childcare, life-long learning opportunities)
- Access and participation in work (e.g. occupational segregation, pay and promotion).

The seminar is free for UCU members and lunch is provided. It will take place at UCU Head Office in Carlow Street, London NW1 from 10.30-4.30 on 23 June. For more information and to register, please contact Charlotte Nielsen, Equality Support Official: cnielsen@ucu.org.uk

Gender Identity and Sexual Orientation Equality Training

Manchester – 16 April 2010

Nottingham – 23 April 2010

The aim of this training is to increase knowledge of these equality strands and provide information about contemporary developments. This will be achieved by

- Identifying the difference between the two strands and related complexities
- Introducing developments in achieving equality for the two strands and how this relates to historical and contemporary calls for equality, diversity and liberation
- Building from the UCU 'Developing Sexual Orientation' survey report 2009 identify keys areas for action, related good practice and significant gaps in development.
- Discussing and suggesting practical steps for development
- Providing information about initiatives within the sectors

For more information and to register for a place please contact eqadmin@ucu.org.uk

'Teaching and Learning: What is at stake for UCU?'

Saturday 8th May, 9.30 to 4.00 at UCU HQ, Carlow Street.

Following on from the well-received launch of UCU's manifesto for post-school education, 'Education for the Future', UCU is staging a conference on teaching and learning for FE, HE and adult education members.

Come and join the debate with keynote speeches from leading academics and educators, with workshops led by expert practitioners on:

- Technology in Learning: support or threat?
- 14-19 Curriculum and Assessment: there must be a better way?
- Professionalism: constructing a progressive perspective.
- Making access, equality, diversity the heart of what we do.

The conference is free to all UCU members, and necessary travel and childcare costs will be reimbursed by UCU. For more information or to register, contact Diana Hendry

dhendry@ucu.org.uk .

Get involved

If you would like to join one of our networks, please send an email to 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