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UCU is committed to campaigning against xenophobia, racism, Anti-Semitism, homophobia and Islamophobia. We affiliate to Unite against Fascism and Hope not Hate

1. Remembering Stephen Lawrence

On Monday 22nd April 2013, we marked 20 years since the murder of Stephen Lawrence.

On 22nd April 1993, Stephen Lawrence aged 18 years old, was with his friend, Duwayne Brooks, waiting for a bus in Eltham, South London. As they waited, racist abuse was hurled at them from a gang of young white youths. Stephen and Duwayne ran, but the youths caught Stephen and stabbed him twice in his chest and arm. He later died from these injuries.

Stephen Lawrence was murdered purely for no other reason than the colour of his skin. Had he lived, he would have been 39 years old today.

The total incompetence of the Metropolitan Police Service (MPS) to investigate properly the murder of Stephen Lawrence and the treatment given to the family made matters worse. Increasing press coverage and growing support for the family to find out the truth of what happened and in seeking justice meant that it was the Police themselves who were being placed on trial. This case was not going to go away unlike the 42 deaths of black people by the hands of racists (during the period 1991-1999¹) as history has shown us. From the racist murder of Kelso Cochrane in 1958 – a key period in UK race relations that saw riots in Notting Hill, the murders of 13 young people in New Cross who died in a house fire in 1981 at a time where the presence and actions of the National Front caused high tensions within the community and the perceived inaction of the Metropolitan Police who showed very little action in trying to solve the deaths, to Rolan Adams (aged 15) who was murdered when attacked by a 12 strong gang shouting racist abuse in 1991, in Greenwich, South London – a stone's throw from where Stephen was murdered, meant for many, that this latest death was not going to go the same way.

There were five main suspects – Gary Dobson, brothers Neil and Jamie Acourt, Luke Knight and David Norris. They were all charged with murder in 1993 but the charges were dropped due to the Crown Prosecution Service citing insufficient evidence.

Partial Justice

The tenacity of the Lawrence family to campaign for justice in establishing the murderers of Stephen has taken nearly 20 years and was partly helped by the recommendation of the

¹ Institute of Race Relations – Deaths with a (known or suspected) racial element 1991-99

Macpherson Report to change common law allowing an accused once acquitted to be re-tried in murder cases if 'fresh and viable' evidence comes to light.

In January 2012, Gary Dobson and David Norris, who both were suspects in the original case and subsequent inquiry, were convicted of the racist murder of Stephen Lawrence. The trial judge, Mr. Justice Treacy urged the police not to 'close the file' on catching the rest of the killers after the Old Bailey heard that a gang of five or six white youths set upon Stephen. It is for that reason why the **case is not closed.**

We can only imagine the kind of life Stephen would be enjoying today. In her book 'And Still I Rise: Seeking Justice for Stephen', Doreen Lawrence writes **'...What would Stephen be doing if none of this had happened? I often wonder what his life would be like now. I hope that he would have graduated and that he would be practising as an architect and he probably would have a family of his own.'** The country would not have known his name had it not been for his untimely death on a road in South East London, but for the colour of his skin.

Chuka Umunna, Shadow Business Secretary and MP for Streatham said **"Stephen's murder serves as a reminder to us all and generations to come that we can never be complacent about defeating prejudice and hatred, whatever form it takes. As a country, we will forever be in debt to the Lawrence family for refusing to give up, ensuring those who were guilty of Stephen's murder were brought to justice – in so doing, they have transformed race relations."**

The Legacy of Stephen Lawrence

The Stephen Lawrence murder led to a Public Inquiry initiated by then Home Secretary, Jack Straw, led by Sir William Macpherson, who on conclusion of the inquiry, made seventy recommendations. A key finding of the inquiry was the need to tackle institutional discrimination and to mainstream equality to ensure that our public services meet the needs of all in our communities.

The **Race Equality Duty** in 2001 came out of the Macpherson Report. Following failures of the investigation of Lawrence's murder, the report revealed institutional racism in the Metropolitan Police. It was clear that a radical rethink was needed in the approach that public sector organisations were taking towards addressing discrimination and racism. The Race Equality Duty was followed by the gender equality duty and disability equality duty and is now part of the equality act 2010 (that includes the other characteristics).

Institutional racism is defined as **'the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping.'**

Prior to the introduction of the race equality duty, the emphasis of equality legislation was on rectifying cases of discrimination and harassment after they occurred, not preventing them happening in the first place. The race equality duty was designed to shift the onus from individuals to organisations, placing for the first time an obligation on public authorities to positively promote equality, not merely to avoid discrimination.

So, what Macpherson was trying to identify in his report was that there is a real issue of racism, and what we all needed to do is to look at our practices, beliefs and actions and to examine them closely – on an individual and at organisational level. It was the actions of those responsible for the murder and the collective failure of an organisation that ultimately led Macpherson to the conclusion that racism is not attributed only to those who 'fit' the stereotypical image of what a racist looks like, but that it's fears and misconceptions and prejudice spread regardless of age, sex or socio-economic status.

To address issues of institutional racism, the Equality Act 2010 gave provisions via the Public Sector Equality Duty (PSED) calling for public authorities to have a) due regard to the need to eliminate discrimination, harassment, and victimisation b) advance equality of opportunity c) foster good relations.

Still a way to go

We still hear reports where there are racist (and homophobic) outburst on our public transport system, in sport, or as seen by the remarks of a Conservative councillor (Wellington and Cambridge educated) who made what has been reported as *'thoughtless and extremely foolish'* remarks about a South London school's proposal to open a boarding style school in West Sussex, where he claimed that *'97% of pupils will be black or Asian. It depends what type of Asian. If they're Chinese they'll rise to the top. If they're Indian they'll rise to the top. If they're Pakistani they won't.'* These remarks have quite rightly led to a Police investigation and the withdrawal from the Conservative party. It is precisely these types of thoughts/beliefs that Macpherson was addressing.

On Monday 22 April, at St. Martins-in-the-Fields Church near Trafalgar Square, a memorial service was held to mark the 20th anniversary of Stephen Lawrence's murder. The Stephen Lawrence Charitable Trust also launched a **Five-point call for action** as a challenge to Britain to realise the potential of all its youth. **Not enough has changed in the last 20 years. Over the next 20 years the Trust, as architects of opportunity, believes Britain needs:**

Five-point call to action

1. **An awareness that greatness can come from anywhere** – Young people, whatever their background, inspired to success because they see people like themselves in senior roles shaping society.
2. **A realisation that Britain can't afford to waste talent** – World class businesses succeeding globally because they have an inclusive and diverse work force – recruiting, nurturing and retaining talent from all walks of life, all communities.
3. **Government and statutory bodies to lead the way** and publish transparent data on the demographics of workers and students to ensure that all public policies are fair, inclusive and meet the needs of diverse communities.
4. **Schools, further and higher education to embed race equality** into their practice, meeting the Stephen Lawrence Quality in Education standard, so all students have confidence in themselves, their society and their potential for the future.
5. An authoritative pledge should be developed and adopted to **recognise the businesses that set the standard** for creating a society of opportunity where young people from all communities can meet their full potential,

His mother, Doreen said **"I believe that Stephen's life had value. His life is giving life to other young children."**

The Stephen Lawrence Charitable Trust Fund Appeal



The TUC is calling on trade unions and trade unionists to help protect the legacy of Stephen Lawrence by giving generously to the Stephen Lawrence Charitable Trust fund raising appeal to ensure that the vital work of the Trust continues and that Stephen's legacy lives on.

The work of the Trust is threatened by the lack of funds for voluntary organisations that has resulted from public spending cuts and the recession. Now more than ever, the Stephen Lawrence Trust that does support young people and to combat social injustice, by promoting equality of opportunity, must not be allowed to fail for lack of funding.

You can donate online by visiting <http://www.justgiving.com/TUCslct> or by text message. Text **TUCS99** followed by the **£** symbol, then the amount to **70070**. *You will receive a text message receipt and the chance to add Gift Aid (by filling in a web form or by text message). JustTextGiving is free for you the sponsor and the charity you're supporting.* You can use the following model motion at your branch meeting to agree to send funds to the trust:

TUC STEPHEN LAWRENCE FUNDRAISING APPEAL - Model Motion

This branch notes that the struggle to bring to justice the killers of Stephen Lawrence who was murdered 18 years ago has left an enduring legacy and awareness in the wider community about the evils of institutional racism and racial injustice in the UK.

A vital part of that legacy is the work of the Stephen Lawrence Charitable Trust which was set up to be a lasting legacy for Stephen and who had dreams of becoming an architect.

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The branch resolves to help protect the legacy of Stephen Lawrence by:

- 1) Donating £..... to the TUC Stephen Lawrence Fundraising Appeal.
- 2) Publicising and promoting the appeal amongst branch members
- 3) Calling on members to make individual donations through the appeal page on the TUC website.

Proposed.....

Seconded.....

2. UCU Congress 2013

UCU's Annual Congress 2013 will be held at Brighton Centre from **Wednesday 29 - Friday 31 May 2013**, this will include meetings of the Higher Education and Further Education Sector Conferences. Sector conference meetings will take place on Wednesday 29 May.

Fringe meetings

Details of equality fringe meetings are as follows. All fringe meetings will be held between **1pm - 2pm**. Full details of rooms etc will be included in Congress packs for delegates attending Congress.

Wednesday 29 May 2013

Women Members Standing Committee

Abortion Rights

Thursday 30 May 2013

Black Members Standing Committee

Stephen Lawrence – 20 years on

Friday 31 May 2013

Joint fringe (Equality Committee, LGBT and Disabled Members Standing Committee)

Negotiating local equality agreements – best practice and tactics

Holocaust Memorial Day

The Holocaust Memorial Day film will be shown during Congress. We would like to thank UCU members who appear in this film and those who kindly submitted written testimonials about their family members who were murdered during the Holocaust. Both can be viewed here at <http://www.ucu.org.uk/6442>

3. Local Elections 2013: A Hope not Hate report

The 2013 local elections will see the lowest number of far right candidates since 2002 and this reflects their electoral decline in recent years.

The British National Party (BNP) is standing just 105 candidates across England, compared to 450 in the county council elections four years ago. What is worse for the BNP is that they are a serious contender in just two or three seats. Even Sharron Wilkinson, who is the BNP's only current county councillor, has decided not to defend her seat in Burnley.

The BNP could not even find candidates for the Mayoral elections in Doncaster and North Tyneside. There is even worse news for the recently formed British Democratic Party (BDP). Set up by former BNP officers and organisers, including Andrew Brons MEP, the BDP hoped to replace the BNP as the main far right party in the UK. With just three candidates, their journey is set to be a long one.

Both the BNP and BDP will no doubt argue that the lack of candidates is a deliberate move because they realise that the rise of UKIP severely hampers their chances. While this might be a political reality, this is not the reason for the lack of candidates. The truth is simply that the far right is in complete disarray.

The decline of the BNP has long been seen as an opportunity by the English Democrats. While they are not a far right party, their leadership had hoped to attract BNP members into their ranks and the support of BNP voters through the ballot box. Last year, this seemed to work as 43% of their candidates were former BNP members.

Their fortunes have deteriorated since then, not helped of course by their bizarre tie up with the thugs of the EDL and the fascists and racists of Britain First. Despite boasting only a few weeks ago of over 300 candidates, the English Democrats have only managed to stand 39, half of whom are in Kent.

The spectre of UKIP looms large over these elections. With about 1,750 candidates, UKIP poses a threat to every other political party. They are likely to do well in traditionally Conservative areas of the East Midlands, Eastern region and South West, and could eat into Labour support in the West Midlands, North West and North East. They are also likely to eclipse the BNP and other nationalist groups in the seats they are competing and this is likely to further demoralise and marginalise the far right. While UKIP is not a far right party, or even intrinsically racist, it is contesting these elections on a strong anti-immigrant message, coupled with its anti-establishment theme and so is likely to attract many former BNP voters.

The BNP has been on a downward spiral since it was heavily defeated in Barking and Dagenham in 2010.

This year is likely to see that continue and as a consequence we are likely to see the far right, including the EDL and its numerous splinter groups, increasingly turn away from the ballot box. For the full report including seats where the BNP / far right candidates are standing, visit <http://www.hopenothate.org.uk/2013/elections/>

Although reports are that there are fewer candidates – this is definitely not a time to be complacent. Only recently was it reported that UKIP had been forced to withdraw support for a council candidate who joined the anti-EU party three weeks ago after it emerged she was once a member of the BNP², then the following day, another UKIP candidate made anti-Semitic comments on-line blaming WW2 on Jews!³.

Unite against fascism and Hope not Hate (both of which UCU affiliates to) will be co-ordinating days of actions to help raise awareness about fascist standing in these elections and to encourage all those oppose them to go out and use their vote.

For details of local groups visit <http://www.hopenothate.org.uk/local-groups/> or <http://uaf.org.uk/2013/04/may-2013-elections-vote-to-stop-the-bnp-fascism/>

4. Events

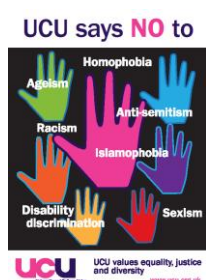
Austerity and Equality in Multicultural Britain One-day Conference, Friday 17th May, 2013, 10:15-16:15

UCU members are seeing their equality and employment rights being eroded. Insecure employment with no recourse to justice is what our members are facing. The scapegoating of the lowest paid or those unable to work, who may be in receipt of state benefits, is creating a divided society of 'them' and 'us' where you are either a skiver or a striver.

The dangerous rise of UKIP, as well as their EDL and the BNP with their ugly and misleading positions on immigration is leading to increases in racism and discrimination which is often seen during periods of increasing high unemployment.

This conference is for UCU members who want to challenge these agendas, work together to defend jobs, service and communities and share best practice and tactics to create better and fairer workplaces. To register for this event visit <http://www.ucu.org.uk/equality> or email eqadmin@ucu.org.uk for a registration form. UCU will meet reasonable travel expenses.

5. Materials and resources



You can request copies of any of the resources shown here by sending an email to eqadmin@ucu.org.uk. Please remember to state the quantity required and your full postal details.

² <http://www.guardian.co.uk/politics/2013/apr/24/former-bnp-member-disowned-ukip>

³ http://www.huffingtonpost.co.uk/2013/04/25/ukip-candidates-antisemitic-comments-posted-online_n_3153505.html?utm_hp_ref=uk?ncid=GEP

5. We want to hear from you!

Get in touch! We know that UCU members are doing fantastic work in the field of anti-racism and want you to continue. Email eqadmin@ucu.org.uk with your stories or updates.

5 things you can do to campaign against fascism and racism

1. **Leaflet your workplace, train / underground station**
2. **Hold a lunch time meeting at your college or university – involve other sister unions and student groups including the NUS**
3. **Attend anti-fascist conferences or events**
4. **Affiliate to Unite against fascism or HOPE not hate**
5. **Sign up to receive anti-fascist updates from UCU**



Sending out the right message:

Why we must continue to fight against racism

UCU alongside anti-racists organisations will continue to campaign against racism within our society. Our principles clearly state that we stand firm with the trade union movement to oppose all forms of prejudice, harassment and oppression.

Our rules set out this commitment to equality, justice and the right to organise in defence of our members. We believe that the doctrine of fascism represents the opposite of these values. Where we value diversity, fascist organisations seek to divide on the grounds of race, gender, religion, sexual orientation and disability. So, wherever and whenever you see or hear about a racist, homophobic, xenophobic, Islamophobic or anti-Semitic attacks challenge it! **Together we can effect change!**