

**UNITE THE UNION
EAST MIDLANDS REGION**

**REGIONAL EQUALITIES BAEM COMMITTEE
MINUTES & RECORD OF QUARTERLY MEETING
HELD ON WEDNESDAY, 13 JANUARY 2010 COMMENCING AT 10.30 HOURS**

IN ATTENDANCE:

Ms M Amin	Mr J Bazaz
Mr I Chauhan	Mr B Haveliwala
Mr L Rafique	Mr B K Shah
Ms N Verma	

Ex.OFFICIO:

Mr H Patel – Regional Industrial Organiser
Ms M Scott-Douglas – Regional Women’s Organiser

IN THE CHAIR:

Mr J McCarthy.

The Chair welcomed the Committee members to the meeting. For the benefit of those who were not present at the last meeting introductions were made around the table.

The Committee proceeded to elect Ms M Amin as Vice Chair of the Committee to ensure proportionality, so that no particular section felt disfranchised.

The Chair also welcomed Ms Maureen Scott-Douglas, East Midlands Regional Women’s Organiser to the meeting. Ms Scott-Douglas explained her role within the Union, future strategies within the organising/recruitment sector and the development of the BAEM and addressing their needs.

MINUTE No.

01/10 APOLOGIES FOR ABSENCE & ANNOUNCEMENTS:

Apologies had been received from:
Mr M Khan – Other Union Business
Ms D Haria – Unable to obtain time off from work
Mr S Chana – Other Union Business
Mr R Chauhan – Unable to obtain time off work.
These were **NOTED**.

The Committee were advised that Executive Committee member Mr Dave de Lacey’s wife had passed away over the Christmas period and it was proposed to send a condolence card. This was **AGREED**.

02/10 NOTICE OF ANY OTHER BUSINESS:

There were no items put forward.

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03/10 MINUTES OF THE LAST MEETING:

It was **AGREED** that the minutes of the meeting held on 15 October 2009 reflected a true and accurate record.

04/10 MATTERS ARISING FROM THE PREVIOUS MINUTES:

Mr Patel advised the Committee that matters arising from the previous minutes were itemised on the Agenda and will be covered as the meeting progresses. This was **NOTED**.

There were no Motions to the National BAEM Committee or the National BAEM Conference. This was **NOTED**.

05/10 2010 TUC BLACK WORKERS CONFERENCE:

The Committee were advised that the 2010 TUC Black Workers Conference will be held from 23-25 April 2010 and the venue was yet to be confirmed.

Conference Delegation:

East Midlands Region was entitled to nominate three delegates and the Chair invited nominations and these were proposed and elected as follows:

**Ms M Amin was elected as a female delegate.
Mr J McCarthy was elected as a male delegate.
Ms D Haria was elected as a female delegate.**

Following discussion the Committee agreed to select two reserve delegates from the Committee, based on first two names in alphabetical order and these being **Mr J Bazaz and Mr R Chauhan**.

It was also **agreed** by the Committee that in the event of the reserve delegates are not able to attend, the next person descending in alphabetical order be selected to attend the Conference as a reserve.

Motions:

Following discussion, the Committee **agreed** to support the 'Black Workers' Career Progression' Motion, circulated by the National BAEM Committee. **Appendix: A.**

06/10 TUC RACE RELATIONS COMMITTEE NOMINATION:

The Committee **agreed** on representatives for Section A: Harish Patel.

The Committee **agreed** on representative for Section B: Collette Cork – Hurst (Women's Section).

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07/10 EQUALITY COMMITTEE VACANCIES:

Mr Patel advised the Committee there were still a number of vacancies to complete the Regional Equalities BAEM Committee in particular from the Derby, Lincoln and Northampton Districts and his endeavours to fill the allocated seats are ongoing. This was **NOTED**.

08/10 REGIONAL EQUALITIES STRATEGY:

Mr Patel gave a brief outline as follows:

- Highlighted the issue of BAEM being affected by redundancies in this Region;
- Long term strategy for the future of BAEM generations - current agenda being stagnant and not moved on;
- How can the BAEM get involved in the Union's structure;
- Look at organising to set the agenda to attract new generations of BAEM to play an active role in this Organisation;
- Devise Specialist Education courses and to ensure that they are fully subscribed.

Following lengthy discussion the Committee proposed to write to the Regional Secretary once a concrete plan had been developed, seeking sanction and funds to hold meetings where BAEM community are invited to discuss issues of their concerns, to develop and encourage them to become representatives and to examine their aims and objectives. This was **AGREED**.

ACTION: Mr H Patel.

09/10 CORRESPONDENCE:

- National BAEM Committee – Questionnaire to make the change for a better future, to complete and return – Tabled.
 - F&GP - Federation of Muslim Organisation request for partnership sponsor towards FMO Youth Awards – Tabled.
- Following a lengthy discussion and based on the information available the Committee agreed not to support this request.

10/10 REPORTS:

a) Regional Committee Meeting Report – The meeting is scheduled to take place next week. This was **NOTED**.

b) Regional Women's Committee Meeting Report – Ms M Scott-Douglas gave a brief report as follows:

- Motion for the National Conference – 'National Union Campaign against Domestic Violence.'
- Domestic Violence Training Session – funded by Branches;
- March to highlight violence against women on 25 November;

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- Regional Women's Strategy;
- Work towards the return of the Labour Government;
- Produce leaflet to highlight benefits ie Tax Credits and other relevant benefits;
- Organising/Recruitment;
- Specialist Education Courses;
- National Women's Committee Conference – 26-28 February 2010;
- TUC Women's Conference – 11 March 2010;
- National Assembly for Women – 17 April 2010;
- Domestic Violence and H&S issues.

Ms Scott-Douglas was thanked for her report and the report was **ACCEPTED**.

c) Executive Council Meeting Report – There was no report of this meeting. This was **NOTED**.

d) National BAEM Committee Meeting Report – The Minutes of the meeting held on 5 November 2009 were tabled:

Mr Patel went through the minutes page by page drawing the Committee's attention to some points of discussion.

Following discussion the minutes were **ACCEPTED**.

e) Disability Committee Meeting Report – Ms Scott-Douglas gave a brief report of the meeting held on 11 January 2009 as follows:

- Committee Vacancies;
- Promotion of Disability Champions;
- Equality Bill;
- Political Agenda - Lobby MP's to ensure inclusion of Disability awareness issues;
- National TUC Conference 19&20 May 2010;
- Proposal for Disability Newsletter.

MS Scott-Douglas was thanked for her report and the report was **ACCEPTED**.

f) Officers – Mr Patel gave a report of the amalgamation progress in the East Midlands Region.

- Brief outline of the main agenda of the Union and organising, net working and self organisation.
- Labour Force Survey Summary was tabled of some of the issues for the Committee to consider and examine and how

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they wish to build the organising agenda for their individual sectors.

- Redundancies in workplaces, this has calmed down slightly.
- General Election and the slow process of recovery from the recession.
- Redundancies in the Passenger Sector.
- Importance of people remaining members following redundancies.
- Retired Members Association.

Mr Patel was thanked for his report and the report was **ACCEPTED**

11/10 ANY OTHER BUSINESS:

Subsequent 2010 meeting dates were tabled as follows:

Tuesday, 13 April 2010

Wednesday, 7 July 2010

Wednesday, 13 October 2010

The Committee were advised that these dates were subject to change as the NEC is yet to formalise the timetable. This was **NOTED**.

DATE OF NEXT MEETING:

The next meeting will be held on **Tuesday, 13 April 2010 unless otherwise advised.**

With there being no other business the meeting was concluded and the delegates were wished a safe journey home.

Appendix: A

MOTION: SUPPORTING BLACK WORKERS' CAREER PROGRESSION

Conference believes that the talents and skills of many black workers are being denied in the recruitment and selection of middle/higher managers. Employers must do more to support the career progression of black workers in all workplaces and particularly those with large numbers of black workers who are mostly on lower grades.

Employers, working closely with unions, must undertake race equality audits to show grading levels of black workers and use any evidence of under-representation to take positive action to increase their numbers in management. Unions need to lobby the Government to implement more rigorous measures in the public sector when improvements are not made.

We call on the TUC and affiliates to:

1. Robustly challenge employers to take action on supporting black workers in having opportunities in management and to conduct race equality audits to show grading levels of ethnic minorities in the workplace.
2. Publicise positive contributions of black workers both now and in the past, and highlight current black role models in leadership and management positions.
3. Lobby the Government to take more stringent action against public sector bodies where continued under-representation of black managers is shown, as well as making management more accountable.