



PRIORITY

Action, Not Words

I will put equalities on the bargaining table.

If elected I will make sure – once and for all – that equalities issues are put firmly on the bargaining table. For many years, we have passed good policies covering many strands of equalities only for a lack of action to undermine our progress. I understand the clear and urgent need for our Union to now move forward.

One of my priorities as our first woman General Secretary will be to bring representatives from each area together. Women, BAEM, LGBT+, young and disabled members will all meet to agree on their priorities that will then form the basis of an overarching plan for the whole area of Equalities. Achievable goals and targets will be committed to, and this framework will be backed with clear budgets and real resource.

Equalities will be at the centre of our Industrial Strategy. We will identify the major employers in each area and set aside resources to organise each one. Crucially, every Industrial Plan agreed by our new Combines and ratified at Sector Conference will include agreed bargaining targets for equalities. This will be mandatory.

We must also acknowledge that the culture of our Union needs to adapt in order for under-represented groups of workers to feel fully included. Progress has been made but there is much more to do. I will be looking at ways in which we can provide practical support to enable workers who experience the most significant barriers to participate in the internal Union decision making structures of our Union.

In addition, it goes without saying that I will not tolerate any discrimination within Unite. Having been one of a small number of female officials, I am aware of the many barriers that are faced. I can be relied on to ensure that our culture changes to reflect both the modern workplace and our policy commitments to equality.

To take our equalities agenda forward, if elected, I will:

- Introduce **dedicated budgets** for each strand of equalities.
- Develop an overarching plan containing **specific aims and targets**.
- Ensure that each Industrial/Bargaining Plan agreed by industry Combines (networks of workplace Reps) and ratified at Sector Conferences contains **specific commitments** related to equalities.



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- Open a **dedicated Development Centre for our workplace activists who also belong to our Equalities Sector.**
- Produce a series of **bargaining guides, templates and advice** dedicated to equalities issues, including; period dignity, menopause and fibromyalgia.
- Dedicate resource to organising employers and sectors with the highest density of women, BAEM, LGBT+, disabled and youth workers.
- Introduce translation services, including up-to-date equipment for **simultaneous translation**, to ensure every member can be fully involved in the democracy of our Union.

Women

As General Secretary, I will take our equalities agenda into the heart of Unite – the workplace.

As a woman, I have heard enough empty rhetoric and witnessed too much hand-wringing from negotiators when it comes to delivering at the bargaining table for women. Fifty-one years on from the Equal Pay Act, there are still industries with a 48% pay gap. For far too long we have prioritised making ‘policy’ in a vacuum over action at the workplace when it comes to tackling discrimination. We can do better than legal ‘tick box’ exercises. From now on, concrete action will be the key barometer of our progress.

If elected, I will:

- Launch and fully resource an accountable, **dedicated ‘equal pay’ campaign**, including impact audits targeting employers where our female members are underpaid and undervalued. I will not let employers cut the pay of others to make it happen.
- Work with our female workplace activists to agree upon bargaining priorities for women and ensure that **progress is measured and monitored:**
 - Flexible working will be put firmly on the negotiating table.
 - Better protection for women who take maternity leave and promoting affordable childcare will be priorities.
 - I will seek to tackle deep gender occupational divides and bargain for targeted apprenticeships where appropriate.
 - I will fund a **campaign on new technology** that will take on the dangers of sexist technology in the workplace and **make employers accountable.**
 - Open a **dedicated Development Centre** for our workplace equalities activists, including women.



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BAEM

As General Secretary I will deliver results against the racism and inequality faced by our Black & Asian Ethnic Minority (BAEM) members. The disproportionate impact of Covid-19 has had a terrible toll on BAEM workers and workplace risk assessments have not been up to scratch. Beyond the pandemic, most minority ethnic groups continue to earn less than their white colleagues and artificial intelligence also poses a racist threat. These are all real workplace issues that we can fight and win in the workplace.

Of course, this Government's attempts to deny the realities of racism and to silence the protests of BLM campaigners must also be opposed. But we can do better than produce shopping-lists for politicians. We must fight for and win concrete victories ourselves.

If elected, I will:

- Make sure that all workplace H&S assessments take **BAEM specific risks into account** and that Unite health and safety materials keep up to date with the latest research on these risks.
- Launch and fully resource an accountable **dedicated 'Equal Work, Voice & Pay' campaign** with a focus on priorities decided by our BAEM activists.
- Work with our BAEM workplace activists to agree on industrial bargaining priorities using our 'Top 10' company research and ensuring that **progress is measured and monitored**.
- Push issues including ethnicity pay gaps and the promotion of Equalities Impact Assessments up the bargaining agenda.
- **Publish new, easy-to-use 'Equal Work, Voice & Pay' guidance on BAEM issues** to be distributed to all Unite reps and backed up by workshops.
- Fund a **campaign on new technology** that will take on the dangers of racist technology in the workplace and **make employers accountable**.
- Take on all the Government's attempts to silence the protests of BLM campaigners (and anyone else fighting for progress) with a properly resourced strategic campaign.



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Young Members

As General Secretary, I will draw on my previous experience as an official for our young members. As a Union, we need to stop treating young people as if they are from another planet. Young workers often have similar issues to their older colleagues, and it is through the workplace that we will find the next generation of trade unionists. Critical to this will be the comprehensive campaigns that I will be running in the service Sector, starting with hospitality. It is only by Unionising the workplaces where young people are employed that our Union will become relevant and representative of younger generations.

If elected, I will:

- Introduce comprehensive training for our young activists through our new **Development Centre** for 'equalities'.
- **Organise within services across our nations for the first time, starting with hospitality**, and in doing so target areas of the economy in which younger workers are in the majority.
- Work with the National Young Members Committee to agree their bargaining priorities and **provide dedicated resources** to campaign.
- Reinstate the position of **National Youth Coordinator**.
- Expect Young Members to be represented and play **an active role within the new Combines**.
- Ensure that conferences **for Young Members will no longer be treated as political networking events**. Instead, we will focus on jobs, apprenticeships, pay and conditions, agreeing the overarching bargaining priorities specific to young workers.
- Put a stop to what is often patronising messaging targeting young workers.
- Seek to bridge the generational divide by involving our Retired Members in a **mentoring scheme** for young Shop Stewards/Reps.

LGBT+

As General Secretary I will put serious resources into fighting the bullying, prejudice and discrimination still faced by far too many lesbians, gay men, bisexuals and trans and non-binary people at work. These are issues that require more than talk – we need concrete action. The number of reported homophobic hate crime cases almost trebled since 2015 and around 7 out of 10 LGBT+ workers have experienced sexual harassment at work. I am also concerned about how Artificial Intelligence in the workplace is being used to identify and categorise LGBT+ workers. These are all real workplace issues.



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LGBT+ activists must be given the tools to lead the fight for and win real genuinely inclusive union workplaces for the benefit of us all.

If elected, I will:

- Develop a plan for Unite to promote a policy of zero-tolerance towards non-inclusive workplaces.
- Launch and fully resource an accountable **dedicated 'Equal Work, Voice and Pay' campaign** focusing on priorities set by our LGBT+ activists and pushing those issues up the bargaining agenda.
- **Publish new, easy-to-use 'Equal Work, Voice & Pay' guidance on LGBT+ issues** to be distributed to all Unite reps and backed up by workshops.
- Work with our LGBT+ workplace activists to agree on industrial bargaining priorities using our 'Top 10' company research and ensuring that progress is **measured and monitored**.
- Fund a **campaign on new technology** that will take on the dangers of non-inclusive technology in the workplace and **make employers accountable**.

Disability

As General Secretary, I will make sure that we don't just talk about the social model of disability. We will deliver on it, with concrete gains in the workplace and in our union. The disability pay gap is a growing problem, less than half of disabled adults are in employment and disabled workers still have to wait too long for reasonable adjustments to be put in place. Despite some potential upsides on flexible and remote working, the pandemic has clearly made things much worse. These are all issues that can and must be won in the workplace. I will give disabled activists the resources needed to lead on these issues. But it cannot be just about disabled workers having to stand up to assert their rights. We all have to do this together, united and across all workplaces.

If elected, I will:

- Ensure that Unite's own workforce reflects the fact that 19% of the working age population are disabled and that we practice what we preach.
- **Work with our disabled workplace activists to agree on bargaining priorities** using our 'Top 10' company research and ensuring that progress is measured and monitored.
- **Launch and fully resource an accountable, dedicated 'Equal Work, Voice and Pay' campaign** with a focus on priorities decided by our disabled activists.



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- Put **flexible and remote working, the disability pay and employment gaps and reasonable adjustments** all firmly on the negotiating table.
- **Publish new, easy-to-use 'Equal Work, Voice & Pay' guidance in all accessible formats on issues** such as accessibility and reasonable adjustments to be distributed to all Unite reps and backed up by workshops.
- Launch a new **dedicated Development Centre** with suitable, accessible and comprehensive training for disabled activists and for all activists on disabled workers' issues.
- Fund a **campaign on new technology** in the workplace that will include the issues of accessibility and tools for remote and flexible working.