

Put equality at the centre of our strategy

I have been a member of UCU and previously NATFHE since 1996. I am a main-grade FE Maths lecturer at Sandwell College where I am branch secretary.

I am proud to have represented black members on the NEC for the last four years where I have consistently worked to put equality at the centre of our industrial strategy.

I am asking for your vote to allow me to continue the work for a democratic, member-led, fighting union.

Since joining the Sandwell branch committee 5 years ago the membership has grown three fold. In that time, through collective action I have led a fighting branch to achieve:

- The reinstatement of annual incremental pay increases
- Increase in holiday by 3 weeks
- An ungraded observation scheme
- Gaining the top point on the 8 point pay scale
- A 3 year pay-deal worth 6.25%.

These achievements are possible for all UCU members. Last year



our branch took to the picket in all weathers for five days of strike action.

We beat the trade union threshold in a disaggregated ballot through determination and strategy and took action alongside other colleges fighting for pay and HE colleagues who were fighting for pensions.

Fighting together built our resolve and reminded us of the power of our union.

With two waves of colleges joining strike action already this year and a live pay ballot in HE

we are sending a clear message to employers and our government: we will not be boxed in by the attempt to take away our freedoms as trade unionists and will continue to fight for justice for our members.

During my time on the NEC it has been a privilege to chair the Black Members Standing Committee. In this role I have:

- Worked to support the establishment of regional black members' networks
- Set up the annual Day of Action against workplace racism and mobilising the union around this
- Played a key role in documenting and magnifying black members experiences across all sectors in being part of our 'Witness film'

STV voting system

Please note that all members can vote in the elections for Equality, Casually Employed members' and Trustees seats

To maximise votes for progressive candidates we ask you to do the following:

- Please use your votes to **first endorse all UCU Left candidates** and only after that use lower preferences for other progressive candidates in each relevant list
- Give your highest preferences in the UK-elected list to UCU Left candidate(s) **from your region**

UCU Left is supporting the following candidates in the NEC elections

Vice President HE
Jo McNeill

Honorary Treasurer
Paul Anderson

Midlands HE
Kirsten Forkert
Nick Hardy

Midlands FE
Allister Mactaggart

South HE
Deepa Govindarajan
Driver
Lesley Kane
Marian Mayer
Jaya John John

North West HE
Anthony O'Hanlon
Saira Weiner

North West FE
Carol Cody

Honorary Secretary UCU Scotland
Marion Hersh

President UCU Scotland
Carlo Morelli

North East HE
Bruce Baker

UK-elected HE
Maria Chondrogiani
Marion Hersh
Carlo Morelli
Jo Grady

UK-elected FE
Richard McEwan
Saleem Rashid

Disabled members HE
Ciara Doyle

Black members
Naina Kent
Dave Muritu

For a lay leadership that will:

- Fight to defend post-16 education
- Defend members' pensions, pay and conditions
- Respect democratic mandates
- Seek to build a campaigning, member-led union

More election materials can be found at: uculeft.org

Find out more: uculeft.org

UCU NEC elections: vote Dave Muritu for Black members

- Worked within UCU and with other unions and student groups to challenge the racist Prevent strategy
- Supported the project to decolonise the curriculum and the 'We are all immigrants' themed learning weeks

As the twice elected Chair of the National Equality Committee I have worked to facilitate, amplify and give solidarity across the equality strands and their intersections.

The pay gap

The fight UCU are having for fair pay for all is crucial for black members.

The 26% ethnic minority pay gap recently exposed in Russell group universities is part of a structural racist devaluing of the work done by black members across our sectors, falling hardest on those who are oppressed across the other equality strands.

Alongside the fight for fair pay we must continue to take on the many barriers to equality faced by members and students:

- Inaccessible and exhausting workplaces
- Misuse of capability procedures
- Bullying and harassment
- Casualisation

One of the biggest challenges we face as a union is defending members and our communities against increasing attacks on freedom of movement and an escalation of street fascism.

Now more than ever UCU must meet the challenge of providing the necessary mass mobilisation of solidarity on our streets.

We must work to dismantle the structures of racism in our classrooms and across our institutions and replace these with hope and unity.

As a UCU Left member I firmly



Striking for pay at Lambeth FE College in November



Students supporting staff during the USS strikes

believe that to truly progress equality issues we need a fighting union which takes action to win.

Black members' networks

I seek re-election to continue to support the expansion of the regional and national black members' networks so as to build black activism that is rooted in our branches and to ensure there are the structures in place for self-organisation so that black members can access all levels of UCU.

My experiences gained from being active locally, regionally and nationally have made it clear that we need to place equality at the heart of our industrial strategy.

Last year I was proud to

campaign for Nita Sanghera to become the first black vice president of UCU.

Nita's victory is an important step in building black representation at the heart of our industrial leadership but there is much more to do.

UCU is in transformation and there is a new wave of mobilisation and hunger for democracy: as a black activist who has led action and fought for representation, I will use my energy, skills and experience to continue to build the union our members deserve.

Please vote for me, for Jo McNeill for VP, and for other UCU Left candidates, for a democratic, member-led fighting union.