

GMB RACE BLACK HISTORY MONTH PACK



GMB Race

Foreword from GMB Race:

At GMB Race, we are proud to lead the work on promoting racial equality within our workplaces and beyond. Black History Month is a vital moment in our calendar – a time to honour the struggles, victories, and continued contributions of ethnically diverse / global majority heritage people who have shaped the world we live in today.

We are clear: Black history is British history. It deserves to be remembered, celebrated and taught all year round – not just in October. But this month provides us all with an opportunity to come together, to listen, to learn, and to act.

Let's ensure our workplaces are places of solidarity, understanding and action. Let's celebrate our members, educate our colleagues, and commit to dismantling racism wherever it exists.

In Solidarity,

GMB Wales & South West Race Network



Why Black History Month matters:

Every October, the UK marks Black History Month — a vital time to:

- Celebrate the contributions of ethnically diverse / global majority heritage workers to the UK's past, present and future.
- Challenge racial injustice, discrimination, and inequality.
- Reflect on the struggles, stories and movements that have shaped our society.
- Recommit to action — ensuring race equity isn't just remembered in October, but championed every day.

Black history is British history.



Our legacy is one of resistance and progress, often in the face of systemic oppression. Our history is one of NHS workers, Windrush pioneers, trade unionists, anti-racist campaigners, artists, engineers, care workers, teachers, and cleaners — of people building Britain while often being excluded from its story.



Host a conversation



How Can Branches Get Involved

- Organise a lunch and learn, panel. discussion or roundtable on race, inclusion and the role of Black workers in your sector.
- Invite GMB Race speakers or local Black activists to share stories and insights.
- Use hybrid or online formats to involve more members.



Share stories

- Celebrate ethnically diverse / global majority heritage members in your workplace – past and present.
- Feature their stories in branch newsletters, emails or social media.
- Share content from GMB London Region and amplify union voices.



Display and decorate

- Set up a BHM display board or stall in your workplace.
- Use GMB posters and literature, such as the No Place for Racism Toolkit.
- Create spaces that invite learning and reflection.



Connect with members

- Reach out to ethnically diverse / global majority heritage members in your branch.
- Start or promote a Race Equality Network.
- Encourage involvement in GMB Race, the GMB Race Achievement Scholarship.
- Programme, and wider union organising.



Campaign for racial justice

- Host a branch-wide discussion on tackling workplace racism.
- Review your workplace's equality, diversity and inclusion policies.
- Encourage your employer to sign up to concrete anti-racist actions such as a zero tolerance policy and ethnicity pay gap reporting.

Ensure your branch organising plan includes equalities events.

Black History Month is just the start: October is only the beginning. Use BHM as a springboard to:

- Elect more ethnically diverse reps in your branch.
- Deliver regular anti-racism and inclusion training.
- Conduct audits of your workplace's hiring, retention, and promotion practices.
- Celebrate other key dates including Race Equality

Week (3–9 February), International Day for the Elimination of Racial Discrimination (21 March),

Windrush Day (22 June), and South Asian Heritage Month (July)

Need support?

If you're a local branch and want:

- Posters and flyers
- Help organising an event
- To connect with a speaker
- To share your own BHM event with others

Then get in touch with us:

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THE GMB WALES & SOUTH WEST RACE NETWORK



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