

Dr. Elizabeth Henry Report

RECOMMENDATIONS

The remainder of this report provides some recommendations to assist GMB in becoming a fully inclusive union, and one which operates as a model of good practice in the area of race equality.

1. Ethnicity monitoring - employee, membership and activist levels. Publish and communicate figures annually - **ESSENTIAL**
2. Race Equality Strategy - that meets the minimum requirements set by the Race Relations (Amendment) Act 2000: (General Duty to) Promote equality of opportunity, good race relations and prevent unlawful discrimination - **ESSENTIAL**
3. National Recruitment Strategy- to include targets for black and minority ethnic membership that reflect the local demographic composition - **ESSENTIAL**
4. Membership Development Strategy that encourages member involvement and activism and includes targets and specific actions to improve and support black and minority ethnic representation - **ESSENTIAL**
5. A comprehensive training programme for all activists, that includes; increasing awareness and education about what race equality/relations is and isn't. Additional training for senior officials and dedicated race officers on leadership in this area - **ESSENTIAL**
6. A positive action programme that includes; expanding and promoting opportunities for black and minority ethnic groups to participate at all levels of the GMB. May involve, shadowing, mentoring and support, training, proactive consultation with black and minority ethnic groups to understand needs and barriers faced in becoming members and/or activists. Sets targets for inclusion, monitors and reports progress - **ESSENTIAL**
7. Commit at least 1 FTE (full time equivalent) at a senior level and with sufficient resources to lead and champion this initiative - **ESSENTIAL**
8. Communications plan that conveys a distinct message that GMB values the contributions of all of its members and activists. Demonstrates top down commitment. Includes sharing and promotion of good practice between regions and provides regular updates on progress - **ESSENTIAL**
9. High profile National Race Committee that has the authority to oversee implementation and commitment to race equality. - **ESSENTIAL**