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**Celebrating International Women’s Day:**

**Black Women in UNISON**

*A weekend event designed for Black Women in the UNISON Eastern Region.*

***Aim:*** To provide Women who identify as being Black with a framework for pursuing developmental and progression opportunities within UNISON, encouraging women to be more active within the Trade Union movement. Participants will have the opportunity to share experiences and create positive strategies to support the development of long-term relationships within UNISON.

A confidential, sharing, supportive environment will be created where Black Women will be stimulated, motivated and inspired to be assertive, confident and imaginative. Participants will be encouraged to take responsibility for their own learning and agree actions for future progress.

***Key Objectives***

We will aim to achieve the following key objectives on the day:

* Understand the experience of Black Women (through gender and race) within UNISON and the Trade Union movement.
* Appreciate the experiences of colleagues by sharing personal “herstories”
* Identify opportunities and develop political strategies to succeed within UNISON.
* Influence change within UNISON by creating innovative opportunities for learning.

It is hoped that this programme will be viewed as an example of continued best practice for encouraging Black Women to be more active throughout UNISON nationally.

## The Programme Wheel

To encourage ownership of the programme by the participants, learning modules in the “wheel” will be facilitated according to need.

As the aim of the event will be to experience all of the knowledge from each module, participants will control the “wheel” and can re-visit the modules in order to maximise learning – as and when they require. This will help participants to focus on agreeing collective actions towards the end of the day.

The learning modules in the “wheel” are:

**UNISON**

**History of**

**Black Women**

**in UNISON**

**Strategies**

**for managing**

**organisational**

**politics**

**Creating**

**innovative**

**opportunities**

**for learning**

**My**

**"HerStory"**

## The Programme

**Introductions and Course Contract**

### Setting the Context

* UNISON and Black Women: the history of Trade Union membership and activism
* Equalities and Black Women in the UK

### HerStory

* How and why did you join UNISON?
* My personal journey: sharing experiences of barriers and opportunities in your career
* My personal message: what you would share with other women to support them in their journeys
* Change for the better? Discussing ideas on how UNISON can improve its culture for Black Women

### Strategies for Managing Organisational Politics

* Positive and Negative political tactics
* Dealing with the conflict of difference and discrimination
* Discovering the differences in organisational and personal power
* Male and Female power and political styles
* Identifying sources of power within UNISON

### Creating Innovative Opportunities for Learning

* Learning as a political strategy – accessing current opportunities within

UNISON

* The joy of networking
* On being a Mentor …

### Becoming a Force for Change

* Understanding the process of change
* Self-Organisation; setting up the network and developing positive political strategies
* Keeping it alive – taking things forward and staying on track.

## End of Programme