



UNISON Branch Office: 01443 863279

Caerphillyunison@caerphilly.gov.uk



## **Covid19 and the impact on the BAME community**

It has been well documented over the last 18 months that members of the BAME community have been disproportionately affected by the Covid19 pandemic.

This led to the Labour Party publishing a review on the topic in November 2020 – The Lawrence Review.

The report, led by Baroness Doreen Lawrence concluded that BAME people have been disproportionately hit by the COVID-19 pandemic as a result of “decades of structural injustice, inequality and discrimination”.

UNISON contributed to the round table discussions and submitted evidence to the review, highlighting experiences of members working on the frontline to protect the public and save lives.

The report is scathing. It was ‘an avoidable crisis’ Baroness Lawrence concluded.

The Lawrence Review makes several recommendations. The report echoes the UNISON view that decades of discrimination have left Black communities over-exposed and under-protected and occupational exposure was a key risk factor.

You can read the full report here: [The Lawrence Review](#)

One such member of the BAME community who sadly lost their life to this dreadful virus was Donna Campbell from Velindre Cancer Centre Healthcare. Donna worked tirelessly at Velindre for a number of years and was also a member of the UNISON Black Members Self Organised group.

Our thoughts and prayers are with Donna’s family and indeed any family who has experienced loss during this terrible pandemic.

## UNISON Responds to George Floyd's murder case



Derek Chauvin, the white former Minneapolis police officer, has been found guilty of murdering George Floyd in May 2020.

After a landmark 15-day trial involving 44 witnesses, Chauvin is believed to be the second Minneapolis police officer to be convicted of murder, and the first white officer.

UNISON national secretary for equalities Gloria Mills commented: "This verdict is about holding Derek Chauvin to account for his actions, his abuse of authority, his cruel and inhumane murder of George Floyd.

"George Floyd pleaded for his life saying I can't breathe. Today, the world can breathe a sigh of relief that Chauvin has been held to account for defiling George Floyd's right to life and human rights.

"This is a small measure of justice for George Floyd's family, only because the world was watching and millions across the world stood up for George Floyd and re-affirmed that his life as a Black man mattered. Others who abuse their power must be held to account before the law".

## The Black Lives Matter Movement

Out of the George Floyd murder grew the Black Lives Matter protests from the summer of 2020— which began as a series of marches in the United States aimed at police brutality against black people but quickly spread to a worldwide movement to try and tackle racial inequality and racism in society as a whole.

The Football Premier League saw all footballers before games "take the knee" in solidarity and support for Black Lives Matter. The reception from fans has largely been positive but as the campaign continues there are the small minority who 'boo' this action of support. Thankfully the Football Association are identifying these fans and banning them from grounds across the country.

In sport (and in society in general) there is work to be done. The disgraceful on-line abuse received by three young black footballers for merely missing a penalty kick in a European Football final cannot be tolerated and accepted in society and action against these racists must be swift and decisive.

Black Lives Matter.

## **Caerphilly Council confirms commitment to Unity Over Division Charter**

In October 2020 Caerphilly County Borough Council joined together with Trade Union partners, Unison, GMB and Unite to work toward a shared goal of increasing tolerance and equality in the workplace. At a meeting of full council a formal agreement was made to adopt the “Unity over Division” Charter.

This ground-breaking Charter, the first by a Local Authority in Wales, sets the standard for others to follow. The Charter commits the Local Authority to work in partnership with trade unions to promote a more tolerant and inclusive place of work, with race equality at its heart.

Lianne Dallimore, Unison Branch Secretary said, “Dealing with hate crime is sadly becoming increasingly common. Having the courage to confront it head-on is more necessary than ever and by signing this charter, and working together as one, I hope shows that we have that courage and won’t tolerate it within our county borough.”

In May 2021 the Council confirmed its commitment to the Charter and agreed an action plan to further its development. UNISON Caerphilly’s Black Members Officer Eve Williams spoke at the meeting and gave the Council members a passionate speech about her personal experiences of racial inequality and racism in her home life and in the workplace. If you would like more details of the Charter or to discuss any instances of racial inequality you have experienced then please contact the UNISON Branch Office where your enquiry will always be dealt with in the strictest confidence.

## **Double award for Activist - Congratulations, Kemba Hadaway-Morgan!**

Our Cymru Wales Black Members' group activist and former UNISON City and County of Swansea branch equality officer is a double-award winner. Kemba was commended at the Ethnic Minority Welsh Women Achievement Association ceremony recently. She was presented with the Management and Leadership award and the Rhodri Morgan award.

As a result of her initiative in raising the disproportionate impact of Covid on BAME people with Swansea council, the authority formed a committee of senior managers who worked with Kemba to develop a specific Covid risk assessment for Swansea’s BAME staff – the first authority in Wales to have one. Welsh government invited Kemba to write a report of this work and she then worked with Welsh government, as a trade union representative, to develop the all-Wales Covid risk assessment.

Kemba has used the media to raise awareness of the positive contributions BAME immigrants are making in Wales and the impact of racism.

She has been an electrifying guest speaker at several Black Lives Matter events. She worked with Stand Up to Racism to develop a successful motion to Swansea council to remove the public images and symbols of slave traders and with other BAME organisations campaigning for the teaching of Black History to be included in the national curriculum.

Kemba has returned to full-time education at Cardiff University. She’s studying for a PHD, researching the availability of dementia care in Wales for people from African Caribbean backgrounds.



## **Betty Campbell monument unveiled**

The Betty Campbell monument was unveiled in Cardiff on the 29<sup>th</sup> September.

The unveiling of the monument of the inspirational and much loved school headmistress took place outside the HMRC building, near Central Square, Cardiff at 11am.

The statue was designed and created by Eve Shepherd.

It came after the Hidden Heroines campaign asked the public to vote from a shortlist made up of five historical Welsh women for who they would wish to see immortalised with such a statue.

After thousands of votes were cast, Betty Campbell, who died in 2017, was chosen.

The other women who made the shortlist of five were Elizabeth Andrews, Sarah Jane Rees (known as Cranogwen), Elaine Morgan and Margaret Haig Thomas – Lady Rhondda.

Betty Campbell was Wales' first black head teacher and championed her nation's multicultural heritage throughout her life.

Born in Butetown in 1934, and raised in Tiger Bay, Betty overcame her childhood of poverty and won a scholarship to Lady Margaret High School for Girls in Cardiff.

She also helped to create Black History Month and became a member of the Commission for Racial Equality, through which she met Nelson Mandela on his only visit to Wales. She also served as a councillor for Butetown from 1999 to 2004.

She was awarded an MBE in 2003 for her services to education and community life.



### **Inspired by the Caribbean!**

And finally.... Here is a drink from our very own Eve Williams for you to enjoy!

#### **Caribbean Guinness Punch – (can be made with alcoholic or non-alcoholic Guinness)**

Ingredients: 3.5 pints of almond milk (can use full fat milk). Grated nutmeg (to taste), Mixed spice (1 teaspoon), Guinness (large bottle or two cans) Can of condensed milk (to taste), Can of vanilla nutrament, Vanilla essence (one teaspoon).

Blend all these ingredients together. Can also be whisked together if you don't have a blender. Instead of using ice in your drink you could try vanilla ice-cream. For those alcoholics among you, a spot of white rum could liven the drink up a bit more! Serve in a tall glass, sit back and enjoy!!