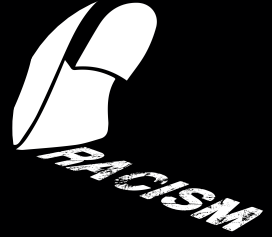


# nipsa

Protecting Public Services  
Supporting Public Servants



# Stand Up Against Racism

## Make Our Workplace Racism Free

NIPSA has a long history of opposition to racism and xenophobia, and a proud history of organising and campaigning against the discrimination faced by Black and Minority Ethnic (BME) workers in the workplace and wider society.

Racism at work can take many forms. Racial harassment and bullying at work significantly disadvantages BME workers in the workplace. It undermines their confidence and can affect their performance in their job role.

In addition to bullying, harassment and verbal and physical abuse based on their ethnicity, BME workers also frequently have to experience racist comments, jokes and online material being shared within the workplace. This creates a hostile environment for BME workers, leads to isolation from work colleagues and undermines collaboration and team working in organisations. BME workers should be able to work in an environment where people are respected and treated with dignity – not one which is hostile because employers have tolerated racist material or views being shared and have not ensured the wellbeing of all their workers.

NIPSA is calling on all of us – workers, employers, politicians, members of society to **'Stand Up Against Racism'** and make our workplaces and wider society racism free.

### **NIPSA calls on employers to tackle racist discrimination and harassment at work by:**

- Ensuring they have a strong equality, diversity and dignity policy that explicitly includes zero tolerance of racism. They must make it clear that they will support all staff who raise concerns about racism and act to protect staff who are subject to racial abuse.
- Making sure there is a simple method for BME workers to report racism at work, and make sure that BME workers feel confident that complaints about racism will be taken seriously, acted on and dealt with satisfactorily. Make sure that all staff know that workers who raise concerns about racism will not be victimised for doing so.

- Publishing data on BME pay, recruitment, promotion and dismissal; set aspirational targets for diversity at their organisation; and measure progress against those targets annually.
- Working with trade unions to establish targets and develop positive action measures to address racial inequalities in the workforce.

**NIPSA calls on the NI Executive to take priority action in the following areas:**

- Developing a co-ordinated cross-departmental action plan to advance racial equality (incorporating clear targets, actions and timescales)
- Reform of the law to address key shortfalls in legal protections.
- Tackling Prejudicial Attitudes, Racism and Hate Crime.
- Addressing key inequalities experienced by minority ethnic communities and to promote integration of minority ethnic communities by addressing barriers to education, health, housing, employment and social protection (including for asylum seekers and refugees).
- Ensuring effective monitoring, and evaluation, supported by robust data collection relating to minority ethnic groups and to outline specific timeframes for consultation on, and implementation of, comprehensive ethnic monitoring to improve public policy and service delivery in Northern Ireland.





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