

Equality, freedom & justice



From the chair of the national black members' committee



Across the country thousands of you have joined payday protests to end the government's unfair pay cap, we know how difficult the past eight years have been for our lives and families. PCS is determined to stand for you and your families. On behalf of the national black members

committee (NBMC) we fully support the NEC's campaign on pay and would urge you all to get active in fighting for a decent pay rise. The stronger we are as members, the more chances are we can defeat this government.

In a few weeks across the country millions will go to the polls to vote for local councillors, mayors and council leaders, I would encourage you all to use your vote and hold the candidates to account on PCS priorities.

Since I last wrote this column I have been to the Met Police North East AGM as a guest speaker where I witnessed how black members are active and keen to play a role in their union, and to a number of AGMs in the North West. I would say the struggle for race equality is not won just yet, we have so much more to do. I know there are obstacles which dishearten and

demoralise us from time to time, but we do not give up easily and as previous generations we will not stop until equality is achieved in our workplaces, communities, globally and in our trade union movement.

In May elected representatives from across PCS will gather for our annual delegate conference. This conference decides the priorities for the coming year, I hope many of you will be there. The national black members committee is pleased to have a presence at conference, we will be there on the PCS equality stand. There will be a pan-equality fringe meeting and the much supported and loved black members social is back, after a short break! I hope to see some of you in Brighton.

Finally I want to pay tribute and thanks to the staff at the equality department, excellently led by

Contents

National pay campaign	2
Young black members	3
TUC rally	3
Black History Month	4
Through the eyes of my parents	4
ADC, Black member's seminar	5
Stand up to racism conference	6
The Grunwick Strike Play	6
Tate Modern Soul of a nation exhibition review	7

my good friend Phyll, her commitment and work on equality has stood the test of time and recognised across the world. I am proud to call her a friend and celebrate her achievements.

Mohammed Shafiq,
Chair, PCS National Black Members' Committee

The national black members' committee has a new secretary

Julie Young has worked for PCS for almost 9 years, mainly as an organiser – first as a regional organiser and then in the national organising department. Prior to that she was a lay rep in the Land Registry for more than 20 years.

Julie is based in the PCS Newcastle office and covers young members and LGBT

issues, as well as black members.

She hopes to see the various equality groups working together across PCS on intersectional issues. One good example is that last year's young members' seminar had no black members in attendance, so we are hoping to change that this year with closer working.

Julie is also hoping to use her

organising experience to encourage new black members to come forward and get active in PCS, and to make sure our voices are heard across PCS and the trade union movement.

She is looking forward to working with black members across the union in the coming months. Contact:

juliey@pcs.org.uk



Organising to win – national pay campaign

We all need a pay rise. Over and over again we hear that austerity does not work, public services are squeezed to the point of collapse, and we see public sector workers in genuine despair, suffering the brunt of that failed system. There are PCS members who are now unable to make ends meet, never mind take part in the finer aspects of society; holidays abroad, trips to the cinema, even buying those favourite foods, are fast becoming things of the past. Far too much month left at the end of the money.

Along with the soundbites for the failure of economic austerity, we hear countless calls for equality of pay across the public sector. The reality, however, is that equality is still far from our reach. Black, Asian and minority ethnicity (BAME) workers are still way down the earnings statistics; a much greater percentage being forced into insecure zero-hours employment compared to their white counterparts, and even when decent, secure employment is found such as within the civil service, we see a continued disparity in earnings. PCS research shows that there is a 52% probability that black staff will receive a lower performance box marking than their white counterparts – white workers are 33% more likely to be marked as having exceeded. This, along with the lack of promotion opportunity evidenced by the pitifully low numbers of black senior civil servants tells us an unacceptable truth, that workplace inequality continues, engendered by subtle workplace discriminations both conscious and unconscious.

There is much work to do before we reach an equilibrium and to help get us there we need people, the right people, on board to highlight and evidence priority issues. BAME members can bring the relevant matters to the table, so to make change, we need to organise.

And how better to attract new members and reinvigorate the weary, than getting everyone



involved in the **national pay campaign**.

PCS and other public sector unions are looking to create the biggest ever challenge to the government-imposed pay cap. Our union has already held a consultative ballot with tens of thousands of members giving a positive response to the two questions: do you want to break the 1% pay cap and achieve funding for an above inflation pay rise? Are you prepared to take action to achieve our aims? A massive 48.8% of our membership sent a clear message to the Cabinet Office; we want the pay cap lifted and we want the funding to provide us with an above-inflation pay rise. And there is no doubt that PCS members are prepared to take action to win our demands.

Along with ending the cap, the pay claim calls for: a pay rise of 5% or £1,200, whichever is the greater for all public sector workers, a living wage of £10 an hour, a return to national civil service pay bargaining – critical if we are to address pay inequality both within and across departments – as well as the crucial funding for an above inflation pay rise. The additional funding is key to ensuring there is no swap shop, no bartering, no cutting staff to fund pay from already overstretched budgets, no making staff work doubly hard in already grossly understaffed departments to receive the pay that they deserve.

So it's time to get ballot ready, to build, and to organise, to ensure our branches are fully mapped and

ready for action. It is extremely important to recognise that although we can applaud the recent ballot turnout as the greatest we have achieved, our reps had to work hard to turn out the vote. The Trade Union Act has put stipulations in place that mean we have to clear the 50% threshold of members voting. The test for the consultative ballot was to gauge where we are in relation to that, and we came within a whisker, but we got there in great part due to telephone and the email voting. We must remember, tens of thousands of votes were picked up from the email link issued mid-ballot; we will not have this facility in a statutory ballot and therefore need to ensure that members fill in the paper ballot and get it in the post. Again, much work to do but this is what we are good at, building and organising to win.

“ Equality is still far from our reach...we see a continued disparity in earnings

We cannot be complacent; pay is a concern for all and we therefore have a responsibility to get involved, to get out, and get visible, to hold protests, get members to sign the pay petition, and check out the **pay calculator** to see how much they would have had, had the cap not been imposed. There is so much we can do to get members engaged, but above all, when the time comes, we need every single member to put their cross in the box – to make their ballot paper work, and make that vote count.

So let's get out and encourage colleagues to join the union, speak to the local rep see how you can get involved, call your regional office to ask how you can become a rep or an advocate. By organising and recruiting black members and redressing the balance we can both support and protect staff from discrimination, and make our union stronger in the process, strong enough to win.

Angela Grant, NEC National Black Members Committee

Lunchtime protest

The lunchtime event was held outside the main gates at Benton Park View on 15 February, a cold and very windy day. There was a good turnout of all PCS members with the right honourable Labour party chief whip Nick Brown MP also attending. Many colleagues agreed with Nick Brown's view that it's unfair and unreasonable that we should have a pay freeze while our department

continues to deliver great customer service supporting those in financial need in our society. We should all now campaign for an end to the pay cap and lobby our own local MP to take forward a motion to the chancellor of the exchequer. All PCS members should challenge the pay cap and demand a fair and reasonable 5% or £1,200 pay rise.

Anil Khullar, national black members committee

Young black members – getting involved in BEC, pathway, challenges

Over recent years, there has been a noticeable change in the make-up of the public sector, with younger people representing a greater proportion of those joining the civil service.

In a climate where local reps have inadequate facility time and limited access to members, these obstacles can challenge our efforts to dedicate the time needed to promote greater participation by young members in PCS activity. However, this cannot divert us from encouraging all young members to [join PCS](#), and particularly young black members to becoming active local advocates and branch executive committee (BEC) members, to ensure we have a diverse and representative union.

Many branches are striving to persuade young members to get more involved in local BECs. My local branch has a young members' lead who, with the support of the branch and young activists, led focused activity to explore the issues affecting young members. Activity such as local meetings, workplace stalls and a members' survey have given us a better understanding of what is important to young members. Importantly, these conversations helped to support and encourage young black members to get more involved with the BEC.

In February, two new young BAME members were elected to my branch BEC. While anecdotal, I do feel this is a reflection of the wider commitment amongst young members to make a difference to their workplace and to PCS. Rather than be the voice for my two new BEC colleagues, I will let them give their own account of what led them to get involved and become BEC members.

One of my new BEC colleagues highlighted the value of meeting with local reps 'I was previously a local rep in the Royal Mail and wanted to see how I could



“Over several months local reps met regularly with the young members; opening up debates that enabled them to raise the issues they felt needed to be advanced by PCS

replicate this support when I joined the civil service. 'I found talking to other union members and seeing how progressive they are helped make my decision to become a PCS activist a lot easier'. The second new BEC member said 'I met with the branch chair, he ran through the PCS and what the local branch represents'.

Over several months local reps met regularly with the young members; opening up debates that enabled them to raise the issues they felt needed to be advanced by

PCS – better utilising the free first 6 month of membership for apprentices to support recruitment of young staff, tackling under-representation of BAME staff in the civil service and leading on promoting fairness, diversity and inclusion for BAME staff.

While the pathway for young black members may differ, the unifying message is clear. We need to listen to the diverse young members who are underrepresented on our BECs, so we can better understand the challenges that may prevent them from getting involved. It can often be a case of demystifying some of the perceptions associated with unions and also those we as existing reps may hold of young people joining the civil service.

But the starting point is to begin the conversation.

Paulette Romain, National Black Members Committee

12 May TUC march and rally



We're calling on PCS members and supporters from across the UK to join us and thousands of others from across the union movement for the TUC's 'new deal for working people' march and rally in London on 12 May to call for a fully-funded, above-inflation pay rise for all civil servants.

It's a family-friendly event so save the date, make a day of it, bring your family, friends and colleagues and show the government your determination to achieve a pay rise that will make a difference to your life, your family and your community. Transport is being organised by our regional centres across the UK, so contact your local office to find out more.

Full details on the [PCS website](#).

Calling all young black members

The PCS Young Members' Network [YMN] is an equality network within the Public and Commercial Services (PCS) union and any PCS member aged 27 years under and can join. Our role is to give young members a voice

in the union and to campaign on issues that affect them.

Democratically-run by young members, for young members, our aim is to recruit, organise and develop young people to become the next layer of union activists.

If you would like to join the network, please complete the registration form, available [here](#).

Seeking general information on the YMN? Check out the PCS website for all YMN information.

Black History Month 2018

70th anniversary of the Windrush generation

Those arriving in the UK between 1948 and 1971 from Caribbean countries have been labelled the Windrush generation.

This is a reference to the HMT Empire Windrush, the ship which arrived at Tilbury Docks, Essex, on 22 June 1948, bringing workers from Jamaica, Trinidad and Tobago and other islands, as a response to post-war labour shortages in the UK.

The ship carried 492 passengers – many of them children.

As this journal goes to print – the editorial board of the national black members' committee

cannot fail to note recent news.

That those who journeyed in response to the invitation from the UK Prime Minister to help “rebuild the motherland” after the Second World War are facing a new battle – to prove their right to remain.

A petition to the government has secured more than 170,000 signatures. A debate in Parliament took place on 30 April 2018.

As this sad story continues to unfold we hear of people detained, some possibly deported or refused re-entry to the UK, dismissed from employment, denied benefit



The HMT Empire Windrush

assistance and refused medical assistance via the NHS, even though they have worked, paid

taxes and National Insurance contributions. Our thoughts are with all those affected.

Through the eyes of my parents

Having been nominated and elected on to the national black members' committee I felt some trepidation in terms of what might be expected of me, and whether I could meet those expectations.

My first 'assignment' was to write articles of interest, in particular to black members, for publication here in the Equality, Freedom and Justice newsletter.

2017 was the 30th anniversary of Black History Month in the UK, and I felt that it would be of value to write about my parents' respective backgrounds and experiences to understand who they were and what shaped them as individuals.

My dad, Gladstone, was the second youngest of 9 children, he was, born in 1932. His dad had been a farmer in Kingston Jamaica, producing crops and subsequently selling the produce and other goods locally in the family shop. Sometime after arrival in the UK in 1958, my dad continued the entrepreneurial spirit when having first worked as a bus driver, he subsequently purchased a shop in Handsworth, Birmingham and started selling groceries. He then worked in a car manufacturing plant in Birmingham.

Having spoken to dad many times about his childhood over the years, it was clear that the family had experienced a fairly privileged upbringing in contrast to my mom's which was very different.

Mom arrived in the UK in 1962, 'sponsored' by her Aunt Hilda who had emigrated some years previously from Jamaica. Mom, Daisyline, arrived in the UK, to make a better life for herself in England. She recollects on arrival how bitterly cold it was in the UK, not least as she was not dressed appropriately for the UK weather having come from a more “inviting”/“welcoming” climate.

Mom came from a rural part of Jamaica, White Horses, in the parish of St Thomas. She was the youngest of five children. My grandmother had experienced a challenging life bringing up her children, reflected in the fact that she felt it necessary to give one of her daughters – Aunt Ivy – to an American couple who took her back to the United States with them where Aunt Ivy spent many of her formative years. (This was commonplace in those days). My grandmother simply wanted to ensure that her daughter would be

“ Perhaps you might like to share your stories, handed down from parents/relatives having been in a similar situation, so these important accounts are not forgotten

provided with a better life than she could ever offer her.

30 years later my mom and my aunt were reunited in Florida where my aunt had made a home for herself – as has my mom since then. Mom during her working life was a nurse, she also worked in a bullet factory in Birmingham, in the shop my dad had acquired and latterly as a home help.

Having over time heard stories shared with myself and my siblings, my mom and dad have given me a greater understanding not only of who they are but their formative experiences that, not only shaped with them as individuals, but also us as their children.

I am full of admiration of the lives they built for themselves not only

here in the UK but indeed in the United States, too.

It goes without saying that I am immensely proud of both of them for their grit and determination to pursue a better life for themselves here in the UK and subsequently Florida.

They have instilled in us as their children, a good work ethic, and a strong sense of justice, particularly having been on the receiving end of racism while living and working in the UK from the 1950s onwards.

Many of our members from all over the world will have similar family accounts.

Perhaps you might like to share your stories, handed down from parents/relatives having been in a similar situation, so these important accounts are not forgotten.

Please email your own family stories to: equality@pcs.org.uk

Those of you who are parents, aunts or uncles might wish to invite your parents to share their experiences with the grandchildren.

After all, if we don't know where we came from, how can we know where we are heading?

Grace Howell, national black members' committee

Annual Delegate Conference 2018

PCS conference is a great opportunity for you to see union democracy in action, and to see any motions (ideas of things you want to change) passed at your branch annual general meeting (AGM) be debated and progressed. Conferences are held in groups such as DWP, HMRC and MOJ to discuss issues relevant to members in that group and a national conference that covers wider issues, including those relevant to members in the commercial sector.

We are trying to ensure PCS is more representative of its members, so hope to see more black members and other under-represented groups on the conference floor as delegates and as trainee delegates (PCS offers a training programme for trainee



delegates each year).

The equality department will have a stall at conference where you can pick up and order materials, talk to staff about equality issues, and meet other black members. Come along and talk to us about the conference

agenda as well, particularly if you're planning to speak on any of the equality motions.

Black members social – all welcome

The national black members' committee has also organised a

conference social at The Volks Bar (3 The Colonnade Madeira Drive, Brighton BN2 1PS) on Tuesday 22 May from 9pm – 2am.

Tickets will be available from the equality stall for £5 which includes entry and a glass of rum or fruit punch. All funds raised at the social will be going towards the Barac humanitarian convoy to Calais.

This is a good opportunity for you to come along and meet other PCS members in a more social setting and to have a boogie as well.

Julie Young

Secretary, NBMC

PCS National Black Members Seminar 2018

This year's seminar will take place on the weekend of 6 and 7 October in Milton Keynes. Members interested in attending should make a note of the date.

The equality department will issue a briefing and all the forms nearer the time.

Members are advised to look out for this, and keep checking the [equality web page](#) for information and an opportunity to apply to go.

Philip Olusoji on last years' national black member's seminar

I am delighted to share my experience of the black member's seminar held in Leeds between 7 and 8 October 2017. The event was attended by delegates from different government departments including the Met Police, DWP, Ministry of Justice, HMRC and a few others. With the presence of PCS reps and members from different departments, the event was packed with a wide variety of experience especially around representing our members. Before the event I had a few questions I needed answers for, the most important one being to find out ways I could engage our BAME members and get them more involved in the union. By the time the seminar ended there was no doubt that I had the answers to my questions and even more as I had opportunity to relate with the other delegates and discussed the approach they take in their organisations.

On the first day of the event, a member of the national executive committee [NEC] spoke to us

about the PCS campaign on pay, shedding light into why we should encourage members to take part. We were also encouraged to promote the campaign as well as encourage members to use the pay calculator on the [PCS website](#), to make members aware of the amounts they would have had if the cap was not in place.

We had a talk from Thompsons Solicitors on dealing with personal cases and an opportunity to work on some personal cases. It was amazing to listen to the other delegates talk about how they deal with cases sharing their knowledge and experiences.

Another highlight of the event was hearing Linda Bellos, co-founder of Black History Month UK, talk about her incredible work over the past 30 years was motivating. She talked about how they fought to start the Black History Month and the things she has done around equality.

It was just a privilege to have met people with a wealth of



experience. The event gave me the amazing opportunity to discuss with a few delegates personally and many were able to share with me the ways the work in their organisations and strategies they employ to engage with members.

Coming back from the event I have been engaging with members like never before by having chats about the pay campaign and encouraging colleagues to join the union. I recently delivered a union induction to a team of new staff members. This was a success as some became new members of PCS.

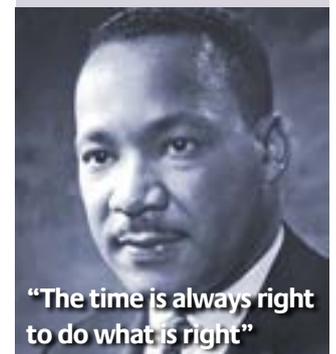
Details of the 2018 seminar are given on the right – I would encourage you to attend, if possible.

It's time to reflect

On the 4th April 1968 - 50 years ago Dr Martin Luther King was murdered.

His legacy continues to inspire everyone around the world.

In his gracious memory we shall overcome.



All Rise Against Racism Conference 2018

We were both proud to be a part of a strong delegation to the Stand up to Racism (SUTR) Conference held on 10 February in London. Organised by **Anti-Racism, Anti Fascism (ARAF)**, there were more than 350 like-minded people in attendance for what proved to be a very engaging day.

PCS supported the conference along with the TUC and many other trade unions – Unison, Unite, ASLEF, BFAWU, CWU, FBU, NEU (NUT section) and the UCU.

SUTR's trade union conference was launched in 2017, with the aim of the trade union movement coming together to celebrate equality and planning



“We are repeatedly told that migrants and refugees are to blame for undermining wages and overstressing public services when in reality austerity is to blame

for future campaigns.

This year, in the midst of the Brexit negotiations the Tory government are using EU nationals who play an active role in our country as bargaining chips. SUTR says that migrant workers, refugees and Muslims are constantly being scapegoated by politicians and the right-wing press. We are repeatedly told that migrants and refugees are to blame for undermining wages and overstressing public services when in reality austerity is to blame.

The conference had four themes:

- Refugees and migrants welcome
- Defend EU nationals rights and freedom of movement



- No to racism, Islamophobia and anti-semitism
 - Don't let the racists divide us
- As well as hearing from guest speakers there were several workshops:

- NHS for all! Challenging migrant charges and the myths of “health tourism”
- Educating against hate: anti-racism in our schools and colleges
- Who are the Football Lads Alliance? A briefing for trade unionists
- Organising migrant workers in modern Britain
- The free movement of labour: tackling the myths about migration

- Fighting Islamophobia and institutional racism in the workplace and beyond
- How trade unionists can build solidarity with refugees.

There was a diverse range of speakers which included: Margaret Greer (Unison national equalities officer); Claude Moraes (Labour MEP); Mark Rowe (FBU North West secretary); Lee Barron (Midlands TUC Regional Secretary); Clare Moseley (Care4Calais); Wilf Sullivan (TUC race equality officer); and Weyman Bennett (Stand Up To Racism joint convenor).

Mohammed Shafiq and Anil Khullar

We are the lions, Mr Manager!

The Grunwick Strike Play is the remarkable story of **Jayaben Desai** the inspirational leader of the 1976–78 Grunwick film processing factory strike.

She was recently amongst the women who have had the biggest impact on women's lives over the past 70 years as part of the Radio 4 Women's Hour power list. She brought the issue of workplace exploitation and racism to the fore, challenged the perception of Asian women being inherently passive and docile, while having the measure of the

most brutish and charmless of her managers, telling them:

“What you are running here is not a factory, it is a zoo. But in a zoo there are many types of animals. Some are monkeys who dance on your fingertips, others are lions who can bite your head off. We are the lions, Mr Manager!”

The Grunwick Strike Play has been touring since 2017. There are still some dates left to see this two-hander production, see: <https://bit.ly/2GFKaoj> Townsend Theatre Productions have devised the play.



I know you got soul

A review of the Soul of a Nation exhibition held at the Tate Modern

As part of PCS marking Black History Month, I went along to the Soul of a Nation: Art in the Age of Black Power exhibition at Tate Modern, on Thursday 19 October, with Zita Holbourne of PCS and a friend of mine, Nigel Meyers, from the NEU.

The exhibition starts in 1963, with optimism, gospels, and “I have a dream”. But alas, history shows us that it ends with the assassination of not just Martin Luther King, Malcolm X, but also many of the Black Panther Party leaders amidst hails of police bullets, in the late 70s. But that is not the sum total of what is on display, what you will find is indeed the “soul of a nation” in all of its complexity, of a people, that as James Brown put it, are shouting, “Say it loud...I’m black and proud.”

When inside, I did a series of videos of Zita and Nigel, in front of different, specific pictures and photos. For example, as Nigel works in education, I asked him, what he thought about a Black Panther poster, of a child holding an AK47. His response was that it “represented a certain dynamism from that era” and that, showed “the desire to get out a message, really quickly”.

I asked him if would he get in trouble if he were to pin this up, in his classroom? He said no, and that

“now it would be viewed as a useful resource for an art project”. He also pointed out that the poster was in a specific political context.

We came to a large painting by Faith Ringgold, part of her American People Series #20: Die. It was painted in 1967, as reflection of how the news was making painful events, bloodless and non-political, for example the 1964 race riot in Harlem.

I asked Zita for her thoughts on it; she noted that it “was full of powerful imagery, with shocking content, but that at the same time, the expressions on the faces are almost comical”. The white boy and a black girl, huddling together however in the painting, was seen, “as a sign of hope” by her.

In walking further around the exhibition, we came across, an exhibit, that had a clear-eyed sensibility all of its own. To Nigel, it looked like “a well, containing the souls of the dead”.

It was also “a reminder of the different concepts of hell and damnation, but also relevant to the time, because of the black experience, capped over or glossed over by the American flag. That people are trapped, and that this is what American civilisation is today for many people still.”

They shared their thoughts on a

black and white picture of the one, the only, Malcolm X.

I asked them to tell me what they thought that Malcolm X meant back in the 60s and just as importantly what he means now.

For Zita, “It’s a very strong, powerful, image of him. When I read his autobiography, it was life-changing. He’s been turned into a hero, which is correct, and is celebrated now, by people who would not have given him the time of day, back in the day”.

Nigel said of Malcolm X, “When I look at this photograph, I always, get the impression of a man thinking, trying to find ways around the problem of racial oppression, around the world, in different ways. He would grasp at any idea that he thought would solve that problem. For example the Nation of Islam and then afterwards his own variation of Islam, but he reminds me of someone struggling for freedom, and that’s still relevant for 2017.”

For me, this photograph, is as iconic, as that picture we have of Che Guevara. Both of them hoped to change the world. Malcolm X was hard without being cruel, in trying to raise his people up. He wasn’t just content for them to be “black”, he saw that there was more to them than that as a



Malcolm X

people.

I want to express my profound thanks to Russell Grant Carr, the Tate Modern branch secretary for providing the tickets and also greeting us inside. Also, all praise to the ancestors for enabling my sister and brother from other mothers, Zita and Nigel Meyers, to take part.

It was an artistic and political analysis of a time when to paraphrase William Wordsworth, ‘Bliss was it in that dawn to be alive, But to be black was very heaven!’ Watch the photo slideshow film as well as read the article written for the November issue of Counter Culture here;

<https://bit.ly/2I5i7CZ>

https://twitter.com/pcs_union

facebook.com/PcsUnion

<https://bit.ly/2JIRoyU>

KEY DATES

8–14 May	Mental Health Awareness Week	https://bit.ly/20GmRPu
15 May–14 June	Ramadan	https://bit.ly/2qYFkfh https://bit.ly/2FdIIJo
17 May	International Day Against Homophobia Transphobia and Biphobia	https://bit.ly/2Hm64kN https://bit.ly/2qTEXU2
23/24 June	PCS National Women Members’ seminar 2018	https://bit.ly/2JkSHhq
15 June	Eid	https://bit.ly/2Jng5Lj
5-6 July	TUC LGBT Conference 2018	https://bit.ly/2qUUS3R
7 July	London Pride	https://prideinlondon.org/
8 July	UK Black Pride	https://ukblackpride.org.uk/
23 August	Remembrance of the Slave Trade and its Abolition	https://bit.ly/2wu2Tlj
15–16 September	PCS National Young Members Seminar 2018	https://bit.ly/2HnZCG2
23 September	Bi Visibility Day	https://bit.ly/2HXwIxn http://www.bivisibilityday.com/
1–31 October	Black History Month	https://bit.ly/2FbZDes https://bit.ly/1rbVxIH
6–7 October	PCS National Black Members’ Seminar 2018	https://bit.ly/2JmIEtg
10 October	World Mental Health Day	https://bit.ly/1SGW3x0
19 October	Diwali	http://www.diwalifestival.org/
27–28 October	PCS National LGBT Members’ Seminar 2018	

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The editorial board of the National Black Members’ Committee welcomes feedback from our members on the articles contained in this journal. We are also keen to hear from members with ideas for articles, or a story to share.

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