



University of Bristol UCU LA

Statement – Bristol UCU and Black Lives Matter

Bristol UCU speaks out in solidarity with #blacklivesmatter protests, the University of Bristol BAME Staff Network, and all those fighting to remove the pervasive structures of racism—legal, social, economic, cultural and others.

On 25 May, George Floyd was brutally murdered. At its Online Branch Meeting on 17 June, Bristol UCU members formally call for action by the University to end structural racism and racist incidents.

We support organisations led by Black people working against racism and racist behaviour. But racism is everyone's problem and everyone's fight.

We acknowledge the decisive action taken in Bristol after years of stalled attempts at change using procedure to remove a symbol of racism from a place of prominence in the city when the statue of Colston was removed and dumped in the Floating Harbour. We echo Mayor Marvin Rees describing the statue as 'offensive'.

This branch calls on the University to:

- End contracts and other links with companies that police and surveil Black people
- Halt University budget cuts where there is a prima facie case that such cuts will widen the ethnicity pay gap and worsen the employment conditions and experiences of Black staff members. We acknowledge the university's admission it must monitor impact of Covid-19 on staff and call for this to be a robust and all-encompassing response not limited to the legal requirement to ensure a safe working environment as has been implied.
- With Trades Unions and Black staff members, take action to close the ethnicity pay gap in the University in five years.