

Prospect Heritage Industry Anti-Racism Task Force

Mission Statement

Prospect Heritage Industry group is committed to equal opportunity and equity in employment. We recognise that racism is a real and serious systemic problem in British society. British people who are visible minorities because they have, for example, African or Asian ancestry face disadvantages due to racial discrimination at every stage in education and employment.

We strive to respect our members' dignity by not expecting that any individual conforms to stereotypes deriving from racialised perceptions of skin colour and other physical appearance, or deriving from xenophobic concepts relating to nationality, country of birth, national origin of family, "ethnicity" (including white European ethnic groups), social-economic status, and/or first spoken language, and/or religious or other cultural practices.

In line with the 1967 UNESCO Statement on Race and Racial Prejudice, we affirm that:

- All people living today belong to the same species and descend from the same stock.
- The division of the human species into 'races' is conventional and arbitrary.
- The human problems arising from so-called 'race' relations are social in origin rather than biological. Racism comprises anti-social beliefs and acts which are based on the fallacy that discriminatory relations are justifiable on biological grounds.

We acknowledge that the anti-racism actions that we undertake should be led and informed by members with lived experience of racism, according to the principle of "Nothing about us without us". The anti-racism actions we will pursue include:

- Recruiting more members from visible minorities e.g. with African and Asian ancestry
- Ending tokenism and so-called 'diversity' targets
- Educating members and activists on the subject of decolonisation and anti-racism
- Identifying issues trade union negotiators should focus on to deal with racist injustice in the workplace
- Supporting campaigns and public policy initiatives where collective bargaining for minorities can achieve wins in the Heritage sector
- Providing evidence on how labour law can be strengthened to ensure equal treatment and opportunities in employment for Heritage industry workers who have African and Asian ancestry