

Oxford UCU Branch Motion to UCU Congress 2024

Introduce Caste as a Protected Characteristic

Congress notes:

1. UCU's equality policy identifies 9 protected characteristics: age, disability, gender reassignment, race, religion/belief, sex, sexual orientation, marriage & civil partnership, and pregnancy/maternity, however, the policy omits discrimination based on caste.
2. In November 2023, the University of Oxford UCU branch voted to recognise 'caste' as a protected characteristic.

Congress believes:

1. Caste-based discrimination has no place within UK institutions nor within the UCU.
2. Caste remains a ubiquitous pernicious phenomenon worldwide. It manifests globally and affects public relationships and access for individuals beyond geographical, ethnic, racial, occupational, national, and religious boundaries.
3. UCU must work with organisations, such as ACDA (Anti-Caste Discrimination Alliance) in the creation of workshops, programs, and training for members and staff.

Congress resolves:

1. To recognise 'caste' as a protected characteristic.
2. To work meaningfully with external groups to implement training and awareness within UCU.
3. Support external organisations in their work.