

Oxford UCU Branch Motion to Congress 2025

Passed at Branch Extraordinary General Meeting on 11th March 2025

Conference on political blackness

Congress notes:

- i) UCU uses political blackness, to “refer to people who are descended ... from Africa, the Caribbean, Asia (the middle East to China) and Latin America” who are “from a visible minority who have a shared experience of oppression”.
- ii) The use of political blackness in the trade union movement is unique to the UK, and the concerns around its use have increased over the last two decades.

Congress believes:

- i) Language around race and identity is important and forever changing, as such, we should be continuously engaged with the various discussions on the topic; members should be provided with spaces to have these discussions.

Congress resolves for UCU to:

- i) Host and facilitate a 2026 Conference on the uses, histories, and legacies of political blackness in collective organising
- ii) Commit to the formation of a working report on the exploration of alternative terminologies