

Name of Policy: Mandatory Unconscious Bias Training for all Union Staff

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This Union Notes:

1. A microaggression is 'A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)'
2. These may stem from a lack of cultural sensitivity and understanding which leads to people being marginalised, oppressed, or otherwise mistreated.
3. City, University of London has a diverse, multi-ethnic, multi-faith student community.

This Union Believes:

1. That all students and staff members should feel safe and secure, ensuring that the university and Union provides an environment where they do not have to face racism and microaggressions in carrying out their duties.

This Union Resolves:

1. That all Union staff members be trained in mandatory unconscious bias training, in-house or external, and for the process to be repeated and refined, wherever possible, on an annual basis, and for new Union staff members when they start their official positions.
2. The Union will lobby the University to implement and provide meaningful mandatory unconscious bias training for all academics and staff members at City, University of London.