



BAME

Members' Conference 2021

16 March 2021 10:00 – 16:00

#TSSABAME2021

Aspirations



Aspire

TSSA members are proud of their work and want to help shape the future of rail. We have aspirations, hopes and dreams.

Aspire is our campaign to positively highlight the contribution of our members in their workplaces, their aspirations for learning and career progression, their desire to accomplish meaningful goals in their professional lives.

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Learning from ourselves and others

Learning from the overwhelming success of our LGBT+ Role Model posters, we are now seeking people to feature in our Aspire campaign, sharing their aspirations and vision for the future of rail.



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Learning from ourselves and others

Dave Drewry, Southeastern

- 160 posters to be put in workplaces by the employer
- Internal company magazine promotion



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Challenges

While our members have aspirations, they also face barriers and challenges to reaching their goals and progressing within their companies. Some of these include:

- Being overlooked for promotions and secondments
- Pay gaps, lower wages
- Discrimination
- Unsupported in career planning
- Lack of Flexible Working

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Conversations

We will use the positive messaging and visibility of our campaign to

- ❖ spark conversations on how in realising our aspirations, we will make a positive contribution to our industries
- ❖ raise questions about our challenges and how to overcome them

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Questions to consider

What are your aspirations?

What would you like to achieve professionally, in your career?

- Q Get into a management role
- Q Complete a qualification
- Q Earn a salary that can support my personal goals
- Q Improve the outputs of my team
- Q Create the best customer service and passenger experience
- Q Design technology for the future of rail
- Q Other?

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Profiles

We will build a 'profile' of the aspirations of our members, that can be shared online and in workplaces.

We aim to:

- garner support for compulsory Ethnicity Pay Gap reporting
- pressure companies to address the issues in career progression for Women & BAME (as per Equality Survey 2014-2015)
- continue to build positive visibility of TSSA members in our workplaces

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Actions towards goals

- **garner support for compulsory Ethnicity Pay Gap reporting**
- Most TOCs are looking to follow Network Rail and TfL's lead to voluntarily report Ethnicity Pay Gap. Ask yours to do this
- **pressure companies to address the issues in career progression for Women & BAME (as per Equality Survey 2014-2015)**
- Equality Survey 2021 can be used to open discussions
- Ask for the data to uncover the experiences of BAME employees, (gather people's stories also)
- **continue to build positive visibility of TSSA members in our workplaces**
- Volunteer to have an Aspire Profile

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