

Black and Minority Ethnic (BME) Staff Network

Strategy, Values and Purpose

The network supports the University strategy – Building on Excellence:

‘Investing in our staff

We will work towards achieving our ten-year vision through four central themes – Investing in our staff, Educating for success. Raising standards and aspirations.

We will be an outstanding employer supporting our staff to achieve their full potential through development opportunities.’

‘Educating for success

We will develop our students as individuals, enhancing their capabilities as creative, confident and adaptable 21st Century citizens who will make a significant contribution to global society.’

‘Raising standards and aspirations

We will enhance our effectiveness and minimise the barriers to achieving our aspirations.’

Values and principles of the network

- I. The network understands societal racism impacts on the daily experience of staff and students of the University and that increased awareness of this experience is the best way to reduce the impact of racism.
- II. The network understands the responsibility for challenging racism and cultural discrimination is the responsibility of every student and every member of staff.
- III. The network understands, although at different stages, all members of the University community are on an ongoing process of learning about how to both recognise and challenge racism from an individual to institutional level.

Statement of purpose

The purpose of the network is to;

1. Promote University wide change
 - I. Work towards issues regarding racial and cultural diversity being an evident part of University governance to achieve positive and lasting change.
 - II. Create and maintain a forum for positively raising the profile of black and minority ethnicity, race and culture on campus.

- III. Support existing activities and encourage the expansion of initiatives which reduce the incidence and impact of racism.
 - IV. Hold the University accountable to its stated commitment to challenge racism and discrimination whenever identified.
2. Support black and minority ethnic staff
- I. Create and maintain a safe environment for black and ethnic minority staff to discuss issues pertaining to racial and cultural discrimination
 - II. Accept the validity of the individual accounts from black staff and students who choose to disclose their experience of racism to network members
 - III. While respectful of the need to protect members' anonymity, the group will inform senior management at the University of trends, hotspots and incidents of racist behaviour on campus.
3. Support black and minority ethnic students
- I. Support students from these background through the work carried out in the Student's Union by liaising with the Welfare and Diversity Executive Officer, the Ethnic Minorities Committee and other student committees and societies as relevant
 - II. Support the widening participation agenda and access, and also support work on equal outcomes for Black, Asian and Minority Ethnic (BAME) students on attainment, placements and employment.
 - III. Support individual student complaints as well as individuals, if required, who experience racist incidents at the University.
 - IV. Support the work of the Student Equality and Diversity Working Group (chaired by the Director of Student Services), including gathering of BAME statistics and decolonisation of the modules, where it can.