

BAME

Staff Network

Newsletter



Issue 1

Advocacy

Building the Anti-Racist Classroom Collective has developed a guide to their anti-racist pedagogy and practice. It is intended to offer clear guidance and suggestions for those undertaking anti-racist work in higher education. It is downloadable for free from:

<https://barcworkshop.org/workshop-guide/>

BAME Staff Network Leads met the new Vice Chancellor, Professor Nick Jennings on 20th Aug 2021. The BAME Staff Network Leads delivered a presentation on our achievements so far, some challenges we have encountered, and future opportunities for partnership and collaboration to advance race equity at the University. The BSN's co-chairs will also meet with the chairs of other staff networks on a regular basis so we can share best practice and work together to advance EDI at the University.

'Collective Anti-Racist Efforts' (CARE) is an emerging project of the BSN aiming to create community formations and safer spaces for BAME staff and students, as well as white allies, to collectively address institutional and interpersonal racism at the University. The CARE x Citizens UK Leadership Training took place this summer. Participants were taught about community organising principles and methods, as well as key concepts, principles and history relevant to challenging racism in our working and learning environments. Outcomes of the Race Equality Charter (REC) Bronze work and the plans for LU Race Equity Strategy (LURES) were also introduced. This training will support a listening campaign to gather staff and student insight, feedback and prioritisation of work on the REC outcomes and LURES plans.

Celebration

Hamid Abban – Promoted to Senior Lecturer in Mathematics

Spencer Aryeetey - Promotion within Facilities Management

James Esson – Promoted to Reader in Human Geography

Fehmidah Munir - Promoted to Professor of Health Psychology

Musa Yusuff – Appointed to the role of Student Success and Race Equity Project Officer

Angela Martinez Dy - designated Strategic Architect of LU Race Equity Strategy (LURES)

BAME staff recently met to celebrate the term of previous co-chairs (Veronica Moore and James Esson) and to welcome the new co-chairs. It was great to see familiar faces and previous members of Loughborough University BAME Staff Network. The Network would like to thank Hiten Patel for his excellent organisation of this event.

Upcoming BAME Staff get-together event: 24 September 2021, Loughborough Town Centre. For details, please contact Hiten Patel (h.patel@lboro.ac.uk)



Message from Co-Chairs

Welcome to the inaugural issue of the BAME Staff Network newsletter! The BAME Staff Network offers safer spaces for BAME colleagues to interact socially, intellectually, and more importantly, to raise our voices, introduce innovative ideas, and collectively advance race equality within the University. The Network strongly and tirelessly supports the University to become an anti-racist institution and a UK leading higher education institution in the EDI space.

The key highlight of the last quarter is the submission to Advance HE's Race Equality Charter (REC) for the Bronze Award. We would like to thank all colleagues who were involved in preparing the submission, in particular Emma Dresser, James Esson, Richard Taylor, Veronica Moore, Angela Dy, Adele MacKinlay and Amanda Silverwood. We are looking forward to the implementation of the action plan, and we will keep you updated on its progress.

We would also like to reiterate the Network leadership's ongoing commitment to supporting initiatives coming from within the Network membership, so if there is an area you are interested in leading or co-leading, please do not hesitate to contact us.



With very best wishes
Upul Wijayantha
Tara Nadi

REC Action Plan Implementation

Update: REC Bronze Award Application was submitted by the University to Advance HE on the 30 July 2021. We would like to express our thanks to all those who worked on the submission, in particular Emma Dresser in the Planning Team. We should expect to receive the outcome in 2022. An interim Race Equity Working Group has been set up to drive the implementation of the REC Action Plan. The Group held their first meeting on 20th August. The inaugural **Race Equity Town Hall** will take place on Monday 25 October, 2 - 4pm, as a combined in person/online event.

Well-Being and Professional Development

We would like to remind staff and students of the well-being provision and support that is available to them. A few key updates include: Last summer the University introduced pre-approved optional compassionate leave for BAME staff in recognition of the negative impacts on BAME staff and students of race-based stress. Read more about this leading move here: <https://www.lboro.ac.uk/news-events/news/2020/october/bame-support/>

The University recognises that BAME students may need specific support for issues that they face. To address this, the Duty Assessment and Inclusivity (DAI) Team have developed a support network: <https://www.lboro.ac.uk/services/student-services/support/bame-support/>

For feedback, news updates or new ideas for the next Newsletter, please get in touch at bamestaffnewsletter@lboro.ac.uk

Newsletter editor: Niladri Banerjee

More information about BAME Staff Network at <https://www.lboro.ac.uk/internal/groups/bame/>

Editorial Board's Pick

The UUK landmark report on 'Tackling Racial Harassment in Higher Education' was published in November 2020 and is a key resource for those working on race equality and EDI across the sector. Read more [here](#).