# **BAME STAFF NETWORK CO-CHAIR MEETING**

# **17th December 2020 – 5pm to 6pm**

# **Present:** Vanisha Jassal (Chair) Bridget Ng’andu, Barbara Adewumi (Minute-taker), Aisha Dosanjh and Aldo Manella

# **Apologies:** Dave Thomas

# Minutes:

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| **Agenda Item** | **Discussion** | **Action point** |
| **Minutes of the last meeting** | All confirmed minutes to be fine with no further amendments. | N/A |
| **Introductions to new members** | 1. **Introductions by the BAME sabbatical student union officers**   Aisha Dosanjh is the VP Welfare and Community and told the network about herself and her role. Aisha organises liberation events, ensures the safety of BAME students and negotiates the security relations on campus. Assists in the management and planning of Black History 365.  Aldo Manella is VP Student Engagement and manages student groups, sports activities and is also the lead for Medway and works with GKSU. The network co-chairs then spoke about our reason for setting up the network and our commitment to address inequalities through our Terms of Reference. |  |
| 1. **BAME all staff survey**   **BAME members form.**  **Event** | 1. **BAME All Staff Survey**   We believed there was some budget from HR at a sum of £500 that we could use to help with the analysis of the data to be presented on 10th February.  Discussed how to market the event through the staff communication newsletter and social media.   1. **KBS staff Survey**   Conversations continue with BNg and Umair Choksy to include some key questions from our survey to be inserted into the KBS survey. Survey will go out by 18/12.   1. **BAME Membership form**   Vanisha and Barbara designed the membership form so that BAME staff can easily join and be identified as members and be emailed directly about future meetings, events etc.   1. **International Women’s Day event**   BNg invitation by Bishop of Dover Dr Rose Hudson Wilkin has been accepted by her office for 8th March 5.30 pm.  Next event we need to plan for is the Belong and Grow week in early May 2021. Decide in the next meeting who we could invite. | BA to send survey to AA and AM.  VJ to details to Wendy Raeside  .  BN to receive the KBS survey from Umair Choksy  VJ to contact IT and Kitty Fairweather to place on the website.  BNg takes the lead on marketing the event with the confirmed invite.  ALL |
| **Athena Swan**  **Silver Award** | 1. **Athena Swan focus groups**   VJ sits on the SSPSSR Athena Swan Committee and discussed gender inequalities and intersectionality and found there to be a lot of cross over with some of the issues raised in the Athena Swan focus group such as belonging were discussed as well as other issues which overlap with all the other EDI networks. VJ is a member of the AS has offered to provide a link with the Network and sought co-chair approval for this, which was granted. The Network feels that it is good that the AS Committee seems to be proactive in EDI issues and wises to support this endeavour. | VJ to continue to feedback across our network and the AS committee. |
| 1. **BAME co-chairs success stories and activities** | 1. **Co-chair’s good news**   VJ was promoted Senior Lecturer and Director of Studies & Admissions Tutor, MA Advanced Child Protection Centre for Child Protection and continues to study for her PhD part-time. VJ now works at Medway in the Social work team alongside BNg. VJ Published an article in Community Care on sexual abuse among South Asian children. [https://www.communitycare.co.uk/2020/08/20/sexual-abuse-south-asian-children-social-workers-need-know/](about:blank)  BNg was promoted as Senior Lecturer and Director of Studies BA Social Work and she has co-written a chapter *‘Positioning Social Workers Without Borders*  *within Green Social Work: ethical considerations for social work as social justice work’* in the book  The Routledge Handbook of Green Social Work’, (2018) edited by Lena Dominelli. BNg also does work that helps support asylum seekers and refugees. SWWB saved a family from being deported by the Home Office by successfully having the decision reversed.  BNg is also part of Student Action for Diversity STAND.  BA and DT have published chapters in DT’s co-edited book Towards Decolonising the University: A Kaleidoscope for empowered action edited by Dave Thomas and Suhraiya Jivraj, Counterpress 2020. DT’s chapter is called ‘*Decolonising the university: Where it still must go and what it still must be’*  BA’s chapter is called *‘Doing Diversity with Students’*  BA helped win a competitive bid from the Transforming Attainment and Student Outcomes (TASO) worth £60K to evaluate the impact of Diversity Mark on white/BAME awarding gaps and is Co-I on the project. | VJ to place KAR publication on the network website  BNg to place the KAR chapter publication on the network website  BNg to email AD and AM the details of STAND  BA and DT to place KAR chapter(s) publications on the network website  BA to arrange a page on the website for co-chair successes. |
| 1. **AOB** | None |  |
| 1. **Next Meeting** | 25th February 2020 at 5pm on MS Teams | MS Teams Calendar already updated |