

BAME Staff Network

Meeting Minutes

Thursday 25th February 2021 Online via Microsoft Teams

In attendance: Vanisha Jassal (VJ); Bridget Ng'andu (BN); Barbara Adewumi (BA); Georgina Randsley de Moura (GRdM); and Dave Thomas (DT)

Apologies:

Agenda Item	Discussion	Action
1. Welcome and apologies	VJ welcomed all, particularly Professor Georgina Randsley de Moura, who joined us for the first time in her capacity of BAME Staff Network executive group champion.	
2. Minutes of the last meeting	Minutes of the previous meeting read by BA and confirmed as a true and accurate record of the last meeting.	N/A
3. Update from 11 th February EDI Strategy meeting	VJ provided an update on the university EDI strategy following attendance of the EDI Strategy meeting on 11 th February 2021. VJ informed the group that a Data Architecture post was created in HR and that the university was also currently recruiting for a Race Equality Charter coordinator.	VJ to disseminate university EDI Action Plan with the group
4. The UoK Challenging Racism Training Program	BA informed the group that Sharon Colbourne is currently meeting with the Network on a weekly basis to gain feedback on the Challenging Racism seminar series. There have been three feedback sessions thus far.	Network to continue meeting with Sharon Colbourne weekly on a Tuesday afternoon.
5. International Women's Day virtual Event	BN updated the network on progress with the International Women's Day event on 8 th March 2021. The Network will host The Rt Revd Dr Rose Hudson-Wilkin. BN reported that all arrangements have been made.	Network to continue to promote the event.

<p>6. Communications from Claire Chapman and Robert Fish</p> <p>7. Research themes for analysing BAME Staff Survey</p>	<p>VJ updated the group on email communications received from Claire Chapman and Robert Fish re prospective membership. BA mentioned that the membership form was now designed and live on the website.</p> <p>The group engaged in a discussion in order to arrive at a consensus about qualitative research themes to guide the analysis of the BAME Staff Network survey data. In excess of 60 people attended the Staff Survey feedback event. Subsequently, 43 people have volunteered to be interviewed as case studies to inform the research. The following research themes were decided by the group:</p> <p>Microaggressions Representation Privilege Sense of Belonging Reporting discrimination Actioning discrimination</p>	<p>Network need to inform prospective members that there is a membership form and that this is the medium of communication with the network in terms of membership queries.</p> <p>GRdM to introduce the Network to an academic in the School of Psychology, who may be able to assist with data analysis.</p>
<p>BAME co-chairs success stories and activities</p>	<p>VJ informed the network that SSPSSR's Athena Swan team has produced an action plan based on focus groups conducted by BA and BN.</p>	
<p>AOB</p>	<p>DT informed the group that he is currently in discussion with Oxford University about the possibility of a collaborative virtual event.</p>	<p>DT to provide full details at the next network meeting.</p>
<p>Next Meeting</p>	<p>26th March 2021 at 5pm on MS Teams</p>	<p>MS Teams Calendar already updated</p>