**BAME Staff Network**

Meeting Minutes

Friday 25th June 2021 Online via Microsoft Teams

**In attendance**:  Co-chairs: Vanisha Jassal (VJ); Bridget Ng'andu (BN); Barbara Adewumi (BA)

**Apologies:**  Dave Thomas (DT)

| Agenda Item | Discussion | Action |
|---|---|---|
| 1. Minutes of previous meeting. | Agreed. | |
| 2. Appointment for qualitative research of survey. | D. Emoekabu has been appointed as a Research Associate to complete the BAME staff network all staff survey qualitative analysis, for one month. | • BA to send DE the qualitative data and VJ and BA to meet to support DE in this role |
| 3. EDI strategy group | BN updated co-chairs on the various areas which network members need to provide feedback on for the UoK EDI/HR teams.  Co-chairs to take a lead on the below areas and then share with co-chairs via email and once agreed, send onto Claire Chapman (CC): | |
| | a) Our People's Practices (EDI Policy). | BA to lead. Need to provide feedback by 7 July. |
| | b) mandatory training and guidance for standard diversity questions in surveys. | BN to lead. Need to feed back by 7 July. |
| | c) Staff Connect fields to be reviewed. | Vanisha to lead. To be reviewed by 30 June. |
| | d) Anti-racist e-learning module. | All Co-chairs to review by 30 June and comment individually. |

| | | |
|---|---|---|
| 4. Closed Circle debrief | BN and BA attended.<br>The consultant discussed what had been raised at the closed circle sessions. Findings from these sessions have not yielded any new/unknown aspects for the co-chairs e.g.<br>- White normative needs to be challenged.<br>- Demonstrates subtle but powerful ways that unconscious bias operates in institutes. | |
| 5. Nous Consultancy Group and UoK EDI Strategy | The Co-chairs all felt that the Nous consultants responded well to the needs of the recent reference groups group and the drafted strategy reflects the discussions well and will now be taken forward to senior management.<br><br>CC has suggested Inclusive Employers to provide training for all UoK network chairs. | BAME staff network co-chairs would like this training to be delivered by Nous Consultancy Group. |
| 6. Future speakers | Network to continue momentum around speaker events. | DT to secure Kimberly Crenshaw for a future BAME staff network event. |
| AOB | A lot of EDI information is being circulated to network members and it is very overwhelming and time consuming at times. To make this more efficient, co-chairs have divided responsibilities between as such:<br><br>C.Chapman emails – led by VJ<br>S.Sloane/EDI emails – led by BA<br>SPSSR EDI emails – led by BN | |
| Next members meeting<br><br>Next Co-chairs meeting | 9 September @ 4pm<br><br>23 July @ 5pm | |