



UNIVERSITY OF LINCOLN STUDENTS' UNION
BAME Student Working Group

11am, 16th November 2020
Microsoft Teams

Minutes

Present:

Name	Job Title
Georgia Petts (GP)	Vice President Education (Chair)
Abi Brown (AB)	Vice President Activities
Amina Akugri (AA)	Vice President International
James Brooks (JB)	Chief Executive
May Loonam (ML)	HR Co-ordinator
Gemma Smart (GS)	Marketing and Communications Manager
Ben Anim-Darko Boakye (BA)	Head of Equality, Diversity and Inclusion
Shazeda Ahmed (SA)	ISA Officer
Rachel Gee (RG)	Jewish Society President
Shanna Limm (SLm)	Union Administrator (note taking)

Apologies for absence:

Simon Parkes (SP)	Deputy Vice Chancellor
Neville Nyatondo (NN)	ACS President (not present)
Sade Sekoni (SS)	BAME Officer (not present)

Item

Action

1. Welcome and Opening Business

- **Apologies for Absence**
- **Health and Safety**
- It was noted that apologies had been received from SP.
- No items were raised for discussion in relation to Health and Safety.

2. Update from the previous meeting

- **Minutes of the previous meeting**
- **Matters Arising**
- It was agreed that the previous minutes were an accurate record of the meeting on 11th September.
- AA noted that she had been attending the University's Decolonising the Curriculum workstreams, with further student involvement requested within the groups. It was added that additional training resources had been created for staff use with a particular focus in consistency across Colleges.
- BA requested to provide an update of training opportunities across the University within agenda point 3.
- It was noted that BA and AA had met in order to discuss events for the EDI calendar, with the proposed document to be discussed as per agenda point 7.
- GS noted that the proposed Communications plan would be discussed under agenda point 8.
- In SS's absence, GP noted that the inclusion of additional BAME related posters on campus was sought after following Black History Month.

3. Student Motion Action Plan

Decolonising the Curriculum/Educational Resources



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- As discussed in AA's update within matters arising.

Attainment gap

- GP noted that work was ongoing, with recent data highlighting a notable decrease for the BAME attainment gap.
- AA added that during the University's LEAP meetings further support for BAME students had been discussed.

Employability/Training

- BA provided the group with an overview of the opportunities available to staff and added that no feedback had been received regarding the programmes available to students. The group were presented with the list of mandatory, as well as optional training available to staff focussing on equality and diversity. It was added that BA was in the process of reviewing the current opportunities in order to offer a more reflective range of programmes, which were particularly relevant to the higher education sector.
- Due to the lack of knowledge surrounding training opportunities for students, JB recommended that the group discuss what programmes should be accessible; BA agreed and suggested that further online resources and training be made available.
- AB suggested that unconscious bias and race equity training be offered to activities committee members, as well as Volunteer Officers in the first instance, following positive feedback from Cluster Reps in terms of the training provided by ML.
- JB requested that further educational sessions be offered which integrate both topics, as well as information regarding Black history as whole.
- Both RG and SA agreed, that training sessions would be more effective and engaging when in a conversational format as opposed to online.
- It was agreed that educational sessions would follow a structured format, with ULSU social media also promoting black history in Facebook lives, in a similar format to the recent Diwali videos.
- JB suggested that a training framework be developed for Officers and committee members initially, whilst linking to employability and the Skillslog platform.

4. Future BAME Commitments

- ML provided the group with an overview of the five BAME commitments which had now been marked as complete, with each point remaining dynamic to suggested developments from the student body.
- It was noted that all Students' Union staff had received Race Equity training, as well as refresher Unconscious Bias training which had been well received.
- JB queried the inclusion of a BAME representative as part of the Students' Union trading arm, LSUT (Lincoln Students' Union Trading); it was noted that in her absence, the matter would be raised directly with SS by GP and JB taking into consideration time commitments of the role.
- JB noted that positive feedback had been received from staff in relation to visiting the William Wilberforce Museum for the next staff away day following COVID-19.

GP/JB

Minutes

- Following the completion of the initial BAME commitments, AB suggested that a review take place during the end of the year, in order to highlight engagement with the opportunities, as well as improving promotions going forwards; this was agreed.
- It was noted that SS had proposed a review of the term BAME prior to the next Election Sub-Committee, replacing the title with 'RED' – Racially Ethnically Diverse.
- BA requested that the alteration of the BAME title be discussed further with the University, in order to ensure that the term was acknowledged consistently by staff and students.
- It was agreed that the terminology alterations would be discussed at the next BAME Working Group with a meeting arranged in the meantime alongside the relevant members of University and Union staff.
- GP noted that further work would be required surrounding the five commitments outcomes and opportunities, as noted on the website.

GP/BA

5. Focus Group Feedback

- AB noted that feedback received was predominantly in relation to concerns returning to campus in line with COVID-19 measures, alongside blended learning and the preference for online teaching.
- It was noted that above all students wanted further online activities from the Students' Union during the lockdown period.
- As well as this, it was noted that feedback for Black History Month was positive overall.

6. Black History Month Feedback

- In SS's absence, AB noted that Black History Month had been well received, with students noting that events were more engaging and well promoted than the previous year.
- The group added that Volunteer Officers had actively promoted the events and as a result promoted a sense of community.
- As well as this, it was noted that students had acknowledged the Union and University's programme of events.
- RG noted that activities groups had also actively promoted events, with faith societies in particular supporting the events in place; SA added that the restrictions as a result of COVID-19 were unavoidable with the events themselves setting a precedent for the following year's Black History Month.
- AB suggested that additional feedback be sought from students in relation to Black History Month; GS added that the topic would be included as part of the next Member Insight Package.
- GS noted that Black History Month had received high levels of engagement due to the student-led nature of the events, such as the Facebook live events

7. EDI Calendar

- BA noted that the document presented was a draft of the proposed celebration days, with the calendar due to be extended and the Students' Union's involvement also highlighted.
- It was noted that the calendar would be circulated amongst academic staff for reference during exam and deadline periods.



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- BA noted that the document was due for launch in January.
8. **Communications Plan**
- GS presented the group with the proposed communications plan; the document was taken as read.
9. **BAME Working Group Updates**
- No items were raised for discussion.
10. **Any Other Business**
- No items were raised for discussion.

Date of Next Meeting: 11am, 15th January 2021

Chair

Signed

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