



Anti-Racism Forum

Minutes of meeting

October 5th 2020 at 11:00

Via Google Hangouts/ Google Meet

Attendance:

Megan Robertson (Host), Ceri Bailey (Host), Isobel Ford (Actions), Caroline Dangerfield, Sarah Dawes, Karolina Urban (Minutes), four students

Introduction	Action
<p>Introduction to the forum</p> <p>Meg and Ceri are hosts and moderators for today. The anti-racist form project was created back in June 2020 so that students, especially BME students, can hold Saabatical Officers and Students' Union accountable, and be updated on their actions and efforts to represent students as best as possible and provide the best experience possible. First forum was held on 12th June 2020, where an action plan was created. The same plan is available for students at all times and it is constantly being updated (including during/ after every forum each month). LINK</p>	

Items for discussion or review	Action
<p>5. Action point from the last meeting and SU's response so far</p> <p>Plan is to go through the action points one by one, update students on any actions taken so far and bring up any new points.</p> <ul style="list-style-type: none"> ● African Caribbean Society (ACS) needs more support (Meg) <ul style="list-style-type: none"> ○ Megan Robertson (VP Welfare and Community) and Isobel Ford (Campaigns and Events Coordinator) had meetings with the ACS committee to talk about their plans and events for this year, they will also be keeping in contact and ensuring the society is getting help whenever needed (including financial support). ○ Overall, the matter of more funding available for societies is being looked into by Jack Mapston (VP opportunities), Georgina Brown (Student Opportunities and Skills Coordinator) and Colin Clarke (Sports and Activities Manager). ● Diversity stats from Students' Union to be shared publicly (Ceri) <ul style="list-style-type: none"> ○ The Appointments Committee is looking into providing greater scrutiny over the recruitment process. ○ Students' Union staff are asked to complete Equal Opportunities Monitoring Form in November. 	<p>MR, IF</p> <p>JM, GB, CC</p>

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| <ul style="list-style-type: none"> ○ Sarah Dawes (Chief Executive) is looking into hopefully filling up a trustee position with someone who will be able to bring new expertise and provide greater challenge for SU, as well as a way of monitoring future applicants and ensuring diversity. | SD |
| <ul style="list-style-type: none"> ● Training for University and SU staff, including training about unconscious bias (Meg) <ul style="list-style-type: none"> ○ MR is looking into providing more equality and diversity trainings and ensuring they will continue in the future on a regular basis. ○ SD will be ensuring staff continues to have access to said trainings. ○ (Ceri) White Allyship Lunchtime Group for Sabbatical Officers and career staff to ensure they keep educating themselves, sharing resources and are trying to be better allies and representatives. The first meeting will be on 16th October 2020. ○ Training for students is being looked into (their costs, ensuring the best options are chosen). | MR
SD |
| <ul style="list-style-type: none"> ● Training about unconscious bias for society committees and members <ul style="list-style-type: none"> ○ Once again, training for students/ society members (committees included) is being further explored. | |
| <ul style="list-style-type: none"> ● SU representation at home BUCS games (Ceri) <ul style="list-style-type: none"> ○ Due to COVID-19 there are currently no games happening, however SU will ensure that JM or other members of staff will be present and available during any future events. | JM |
| <ul style="list-style-type: none"> ● Ensuring BLM stays visible, present and important (Meg) <ul style="list-style-type: none"> ○ SU is developing a new strategic plan for 2020-2024, which will ensure that students are able hold up to account both the Union and Sabbatical Officers. It will also help ensure the SU is staying focused on adding more BME representation this and following years. ○ Additionally, there will be an ongoing project of decolonising the curriculum (Decolonisation Forum on 29th October 2020). ○ MR is actively working throughout the year with Darmonelle Johnson (BME Equality Rep) on Black Scholarships. ○ MR and Ceri Bailey (VP Education) will be working on closing the awarding gap on the Academic Board. | MR, DJ
MR, CB |
| <ul style="list-style-type: none"> ● Microaggression campaign on the media wall in Commons at Newton Park Campus (Meg) <ul style="list-style-type: none"> ○ The media wall is still not working, however, once it starts working, students will be encouraged to create campaigns to be displayed. | |

- Transparency about how is SU supporting formal complaints (Ceri)
 - **Emily Casey (SU president)** and **CB** will be leading Educational Rights Campaign that will be highlighting all the support available for students, as well as ways to complain or contact Students' Union about anything and everything.
 - Support available and ways SU will be supporting any complaints will be added to the new SU website.
 - The Union is also open to ideas of how to improve their transparency and available ways of contacting them, so students are encouraged to submit those.
 - SU is also trying their best to be aware of types of complaints coming through, and monitoring that to ensure they are being dealt with appropriately, as well as weeding out any possible trends.
- Tips on being a better ally (Meg)
 - The list of resources on how to be a better ally, how to provide support and to keep learning has been created and it is constantly being updated. Any suggestions from students are being encouraged.
 - **MR** and **Rebekah Self (Advice & Wellbeing Co-ordinator)** have carried out a '#neverokay training' last year. It was all about sexual harassment. They are hoping to create an new '#neverokay training' this year but focus it around racism.
- Diversifying and decolonising curriculum (Ceri)
 - There will be a project of decolonisation the curriculum going on. Students are invited and encouraged to attend and express their thoughts and opinions during a Decolonisation Forum happening on 29th October 2020 to begin said project.
 - Once again, the Academic Board is looking into closing the awarding gap. However, it is not happening as quickly as it could be due to COVID-19 but Sabbatical Officers and SU are still pushing it to ensure it happens.
 - Library and Resource List Management Stakeholders Group are looking into ensuring diversity and inclusivity on the new reading lists.
- Transparency from SU about communication between university and when actions are blocked by it (Meg)
 - Sabbatical Officers will keep updating their plans, actions and progress all throughout the year (on the new SU website, as well as social media) and they will be clear and transparent if University blocks any actions for whatever reason.
 - Students are also being encouraged to hold them up to account if that is not happening.

EC, CB

MR, RS

- Campaigns/ media to be shared on all campuses (Ceri)
 - Obviously due to COVID-19 and remote learning/ working it is currently a bit more challenging to ensure presence on all campuses. However, SU is still ensuring that BME students feel included on all campuses. That is happening through ensuring events and support for students are available on all campuses, as well as contacting all course leaders to ensure open communication between them and that support is available and being provided.
- SU promoting body positivity (Meg)
 - Suggested 'Fearing the Black Body' book has added to the list of resources.
 - **EC** is looking into running a campaign about body positivity and is looking for students willing to support that.
- Promotion of Black voices at university (Ceri)
 - There has been a 'Humans of Bath Spa' campaign for LGBTQ+ History Month and SU will be running similar campaigns all throughout the year to amplify Black voices.
 - There is also a Black Wall of Excellence being organised to celebrate Black Bath Spa alumni and their achievements.
- Support from SU for BAME students when joining societies and clubs (including financial support) (Meg)
 - **JM** is working with student hardship funds to look into supporting all students. Any input and ideas from students are more than welcome.
- More allyship (including being anti-racism) (Ceri)
 - As mentioned above, there will be White Allyship Lunchtime Group for Sabbatical Officers and SU staff.
 - Additionally, the SU's Code of Conduct is currently being reviewed (it is happening as part of a bigger, bylaw review and incorporation project going on - it should not affect students in any other way, but it will include any changes and will mean that the Union will be able to act more separately from the University).
- Equality Reps being more prominent at all campuses (Meg)
 - Due to COVID-19 presence on all campuses has obviously been limited, however Meg has ensured that all Equality Reps and Sabbatical Officers have facebook profiles and are more available for students through social media. Additionally, whenever COVID-19 is less of a threat and campuses have more activity on them Equality Reps will have more presence on all of them.

EC

JM

- Students' Union's support behind list of demands (Ceri)
 - Unfortunately that has not been able to be done yet but hopefully all students are able to contact Sabbatical Officers and SU staff to raise any matter (that communication and ways of contact are also being improved as mentioned above). Additionally, the alternative ways of supporting students are being looked into, however it has been slightly harder to do so due to COVID-19.
- More diverse staff at SU and University (Meg)
 - The recruitment process is under review. Additionally, BME students are encouraged to take on leadership and trustee roles in the Union.
 - SD is looking into filling the role of an external trustee with a person appropriately qualified to challenge the ways of supporting BME students and provide new perspectives.
- More forums and visual minutes to be made widely available for students (Ceri)
 - There will be anti-racism/ anti-racist forums going on throughout the year and minutes from those forums will be published. The plan is to keep them in the same format, so to start with actions and updates, and then to allow students to speak.
 - Students are encouraged to attend and share the events with others.

SD

6. Open discussion for the students

- SD on appointing a new external trustee:
 - External trustee would be appointed for 4 to 8 years
 - Students' Union is hoping for someone who has been an activist before and has been working in equality and representation of minorities.
 - The new external trustee will hopefully challenge the recruitment process, will provide new expertise and background, as well as improve ways SU is supporting BME students.
- SD on amending all the bylaws and Code of Conduct:
 - The Board of Trustees is the highest decision making body in the SU and it consists of 4 Sabbatical Officers, 4 student trustees and 3 external trustees (one more to be appointed soon!).
 - The Board of Trustees is constantly meeting to approve any changes and hopefully there will be first shifts and changes visible by Christmas 2020.
- Joshua Ponte (Student Trustee) on ensuring minutes are visually more digestible:
 - Too much bureaucracy in the minutes from meetings and forums can be discouraging for students.
 - Updates on the actions in a more visually pleasing formats, with social media posts accompanying them
 - IF and Courtney Lawrence (Communications & Digital Coordinator) will look into making the minutes and updates available prettier and shorter, more visually pleasing and digestible.

IF, CL

7. Opportunity for students to co-host future forums and Google Form for students to bring up any additional points

- There is always an opportunity for students to co-chair/ co-host future anti-racism/ anti-racist forums to ensure they are as accessible and inclusive as possible. It can be arranged by contacting Sabbatical Officers or SU staff, as well as through Google Form at any point of the year. Same points of contact can be used in regards to any matter students may want to take up with the Students' Union.

8. Thank everyone for coming

Meeting Conclusion	Action
<p>9. Any Other Business</p> <ul style="list-style-type: none"> • MR, CB and IF on sharing action plan on the screen to save time <ul style="list-style-type: none"> ○ Possibly adding questions to specific points of action to encourage and engage students more into open discussion about them. • Caroline Dangerfield (Head of Membership Engagement and Deputy Chief Executive) on importance of uniform and regular formats of sharing information and updates on social media, and how it will help students understand importance of anti-racism/ anti-racist forums and other information shared. 	

Date of Next meeting: Monday 2nd November 2020 at 4pm