



BUCKINGHAMSHIRE  
NEW UNIVERSITY  
EST. 1891

# More about our work to advance race equality at BNU



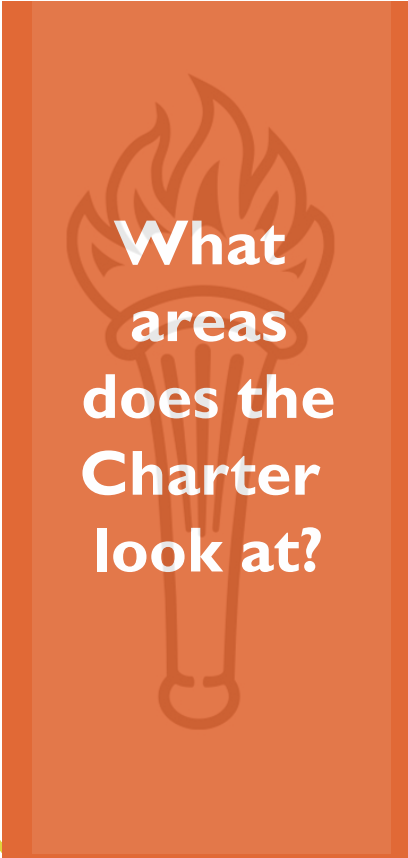
INSPIRED.  
EMPOWERED.  
EMPLOYED.



# Race Equality Charter update



**What is  
the  
Race  
Equality  
Charter?**



**What  
areas  
does the  
Charter  
look at?**



**Who is  
part  
of the  
Race  
Equality  
Charter  
Team?**



**What  
steps  
have  
we  
been  
taking?**



**What  
ideas  
do  
you  
have?**



# What is the Race Equality Charter?

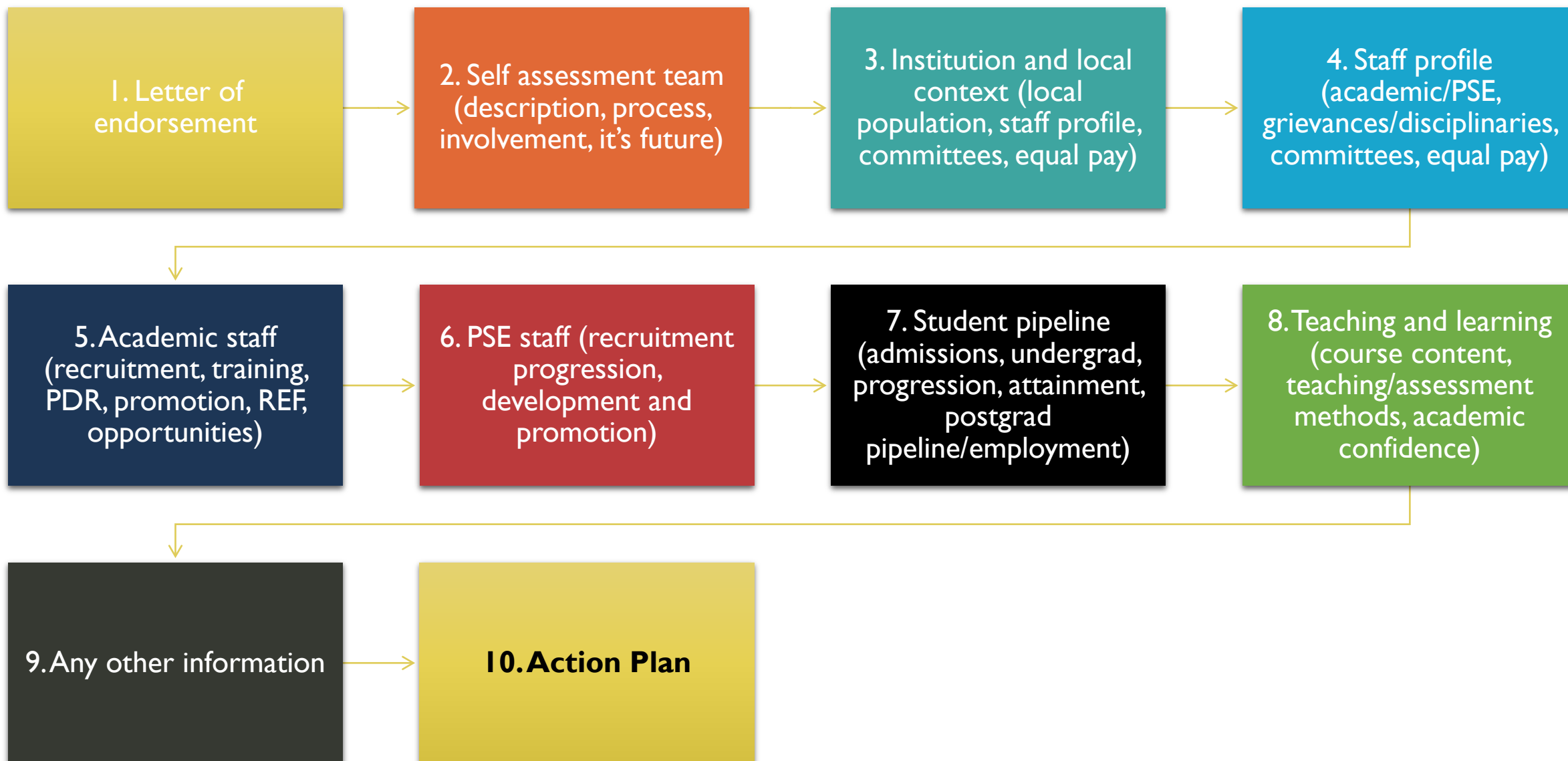
The charter is a framework that helps to improve the representation, progression and success of Black, Asian and Minority Ethnic staff and students within higher education.

A submission is required of around 14,000 word. The framework encourages reflection on a range of areas.

A Race Equality Charter Team has been set up to work on this project.

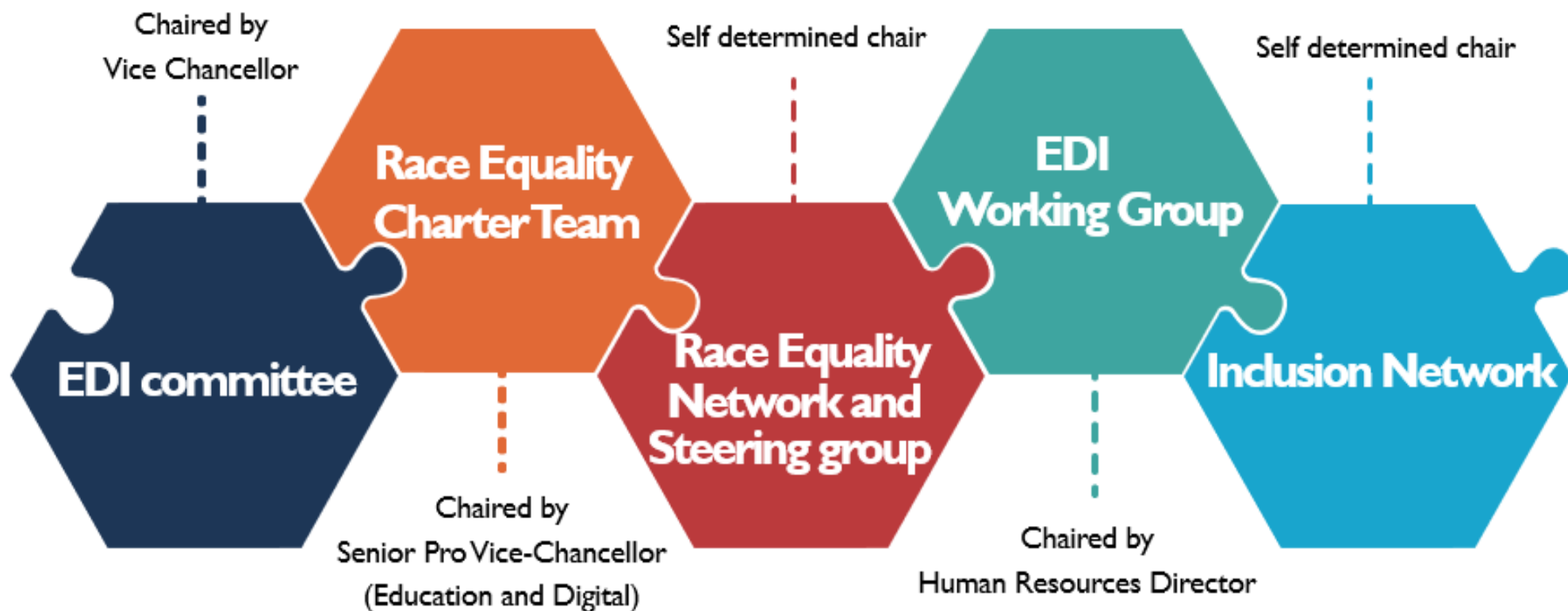


## Key stages of framework





## How our networks work together





# Who is part of our Race Equality Charter team?

The Race Equality Charter Team works to identify and reflect on improving representation, progression and success of ethnic minority students and colleagues. The team meets monthly to progress agreed actions.

If you have concerns or ideas, talk to us.



BUCKINGHAMSHIRE  
NEW UNIVERSITY  
EST. 1891

## **Professor Rachel Cragg (REC Team Chair)** (Senior Pro Vice-Chancellor (Education and Digital))

I am delighted to be chair of our REC SAT. I bring my experience on working nationally to help author the Home Office 'Strategy for Improving Performance in Race and Diversity' in policing, along with developing a new inclusive curriculum and launching a new professional body. I have and continue to lead major change initiatives within HE to transform infrastructure and maximise student success. My mission to change lives by removing barriers to participation and success remains a core focus within my role.



# Meet our REC team



## Professor Sri-Kartini Leet, Head of School for Art, Design and Performance

I advocate designing inclusive and decolonised curricula. I lead on the Council for Higher Education in Art & Design EDI network. As someone from a mixed Asian background, I am keen to eradicate discrimination and I believe in the positive impact that role models play in the student learning journey.



## Matthew Rogers, Content and Communications Officer

I am an ally of ethnic minorities and part of BNU's REN. My role is primarily to provide strategic communications advice and support: on suggested initiatives and solutions to improve race equality and remove barriers; and implementing any arising actions.



## Hamood Jaffery, BAME and Mature student Executive Officer

As the Head fresher's helper and Executive Officer for BAME and MATURE students, I would love to utilise my experience and knowledge to support my fellow students, ensuring every student is given an equal opportunity and their voices are acknowledged!



## Rachael Cornwall, Director of Human Resources

I am committed to ensure that our people policies and practices are inherently inclusive and embed our values. My role is both advisory and to challenge. It is vital that we continuously review and improve the way we attract, manage, support, develop and retain our people.



## Sruthi Kurumozhiyil Subhash, International Students Executive Officer

As an international student and of Asian ethnic background, I was always concerned about the acceptance into university as a fresher. Most of the international students go through a similar kind of self-doubt which may also affect their performances. Being part of the REC team is a great opportunity for eradicating such insecurities and differences amongst all -it will be more like embracing our differences wholeheartedly.



# Meet our REC team



**Karla Inniss, Equality, Diversity and Inclusion HR Business Partner**

I lead and deliver important holistic change around inclusion and intersectionality. With a strong background in community engagement and trade union organising I am committed to ensuring we respond to systemic racism. I also bring unique lived experience of mixed Caribbean heritage, social-economic disadvantage, disability and am a former student at BNU.



**Associate Professor Thomas Toscano Deputy Head of School – Health Care and Social Work**

I am Asian British (Indian origin). We welcome students from a range of back grounds and social work in particular attracts students from Black and Asian groups. My focus in social work is on anti-discriminatory and anti-oppressive practice. I am very committed to creating a learning environment free of any form of discrimination and where everyone feels accepted.



**Louise Harvey, Head of Communications**

I am delighted to be part of the REC Group and look forward to working together to effect positive change at BNU for colleagues and students by tackling barriers to race equality. I will offer strategic counsel and support the creation of engaging campaigns and initiatives to seek, listen and act upon feedback.



**Uchenna Nweke (Associate Lecturer & PhD Student) School of Business and Law**

I represent BNU's PGR students and participate in the Research Students' Meetup, an informal forum that brings together our PGR students. Recently, I was involved in a collaborative study into the lived experience of ethnic minority PGR students in smaller and specialist higher education institutions. The research served to provide an evidence base for Guild He's anti-racism work.



**Anna Buckett, Policy & Evaluation Manager**

I manage the University's policy understanding of and response to, the OfS Access and Participation agenda. This includes promoting a broader understanding of student outcomes across the student lifecycle and supporting enhancement activity across the University. My focus for the REC is to consider how our student outcomes work aligns with improving racial equality.

# Meet our REC team



## **Benedict Watling, Data Analyst - Evaluation**

In my role as a data analyst, I will deliver insights and support the interpretation of the REC student survey to ensure that all views are heard and given equal opportunities to create change.



## **Associate Professor Margaret Rioga, Head of Practice Learning Institute of Health and Social Care, Race Equality Network Chair**

As a Black African female working in a leadership role and chairing our REN, I am delighted to be part of our REC team. I have a keen interest in developing inclusive environments which promote learning, growth and development for all key stakeholders. This for me means that as an organisation which need to celebrate the diversity of our staff and students and within this create opportunities for personal and professional development.



## **Dr Sainey Faye (Associate Professor), Deputy Head of School – Business and Law**

As a former international student from The Gambia, Muslim, an infant polio survivor, Black and now an Associate Professor at a BNU, I've made significant contributions to groups and committees at institute level and in external bodies such as the Black British Academics and the Polio Survivors Network. I understand the unique challenges we face when it comes to tackling inequality and have been able to leverage my 16 years of HE academic experience, working with home and international students from over 60 different countries to develop strategies and interventions aimed at promoting equality, diversity and inclusion for both staff and students.



## **Sarah Jackson, HR & Development Manager, Bucks Students' Union**

As the lead on student development through the Students' Union, I will, along with the Vice President Student Involvement, be representing the interests of our members by ensuring the student voice is heard and responded to. With the mission to 'make life better for students at Bucks', the SU will continue to tenaciously campaign for a safe and inclusive community for all.

# Meet our REC team



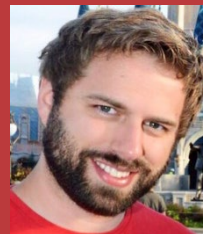
## Emma Binnie, Dean of Students

It is my responsibility to champion the student experience at BNU. I am excited to be involved in the REC Group to have honest conversations about the representation and success of minority ethnic staff and students within our university and to proactively address barriers to effect change.



## Sophia James, Head of Students and Wellbeing

I was formerly Head of Home Recruitment and Widening Participation at BNU focusing on our Access and Participation Plan targets. I have experience of working at disability charities, trade unions, HEIs with an interest in welfare, inclusion and equality. I want to ensure we are proactive, evidence-led and inclusive.



## Stephen Shearing, HR Data Analyst

I am responsible for staff data insights and will be ensuring that we capture and analyse data which allows us to effectively monitor and evaluate areas such as recruitment, promotion/progression, turnover, performance and pay in relation to race and other protected characteristics.

## Nicholas Roussel-Milner Director of Digital and Technical Services

On a day-to-day basis I am responsible for developing and delivering the University's Digital Strategy to enhance the provision of education services and ensure that all students have the best possible teaching and learning experience. From a very mixed family of Jamaican-Caribbean heritage that is proud of its involvement in the political struggle against racial injustice, I am very pleased to be part of the University's REC Group. Of particular interest is PSE staff recruitment, progression, development and promotion and I hope that my insights will bring value to the University's efforts to eradicate racial inequality, promote inclusivity and fight all forms of discrimination.



Race  
related  
incidents

Engagement

Postgrad  
pipeline



*What steps  
have we  
been taking?*

Next we will look at student, staff and teaching and learning. Do you want to be involved and help shape actions? Email

[equalities@bnu.ac.uk](mailto:equalities@bnu.ac.uk)

# **What ideas do you have?**

What actions should we take at BNU?

*Speak to our REC team*

