

My name is Max Kafula and I am the current BAME Students Officer for the 20/21 Academic Year. This year can be described as the “Fighting for You” tenure ship. I came into this role as a means to re-engage the Students Union to be fully committed to racial equality and establishing the foundations for my successor to build upon.

To summarise, the 1st Kafula administration has been successful in terms of achieving its manifesto aims that was elected upon in the March 2020 election. This administration has successfully introduced and implemented 2 policies which aimed to decolonise our Student union by voting to Rename Sugarhouse as well as ensuring that all Student Elected leaders from JCRS to FTOs that they need to be adequately trained on racial issues. This administration also sought out to ensure that Mental Health, engagement, Representation, Decolonisation, and implementing a substantiable long term strategy in reinforcing this organisation commitment to racial equality. Where this administration could have improved was ensuring the implementation of a brand-new reporting system for all Race and Ethnic and minority students. This administration will make this a priority into its 2nd term.

Manifesto Pledges

This administration was elected to:

- Tackling Discrimination
- More promotion for BAME societies, cultures – to reduce lack of awareness
- Reforming the BAME Forum Committee
- Renaming the officer from BME to BAME

1.Tackling Discrimination.

This administration was tasked with:

- Introducing a new Disciplinary guideline
- Introduce a new Welfare approach.

In reality, this administration successfully introduced a new Zero Tolerance guidelines in conjunction with the VP Sports, Welfare, and Societies and Media respectively. This new Zero tolerance guidelines reaffirms that no member shall be discriminated against what is laid out in the Equality Act 2010.

In terms of introducing a new welfare approach, this administration worked with both LUSU advice services, colleges, the University in reshaping the way we encourage all Race and Ethnic minorities into reporting any cases of racial harassment, mental health and well being cases as well as general advice. In addition, the new and revived BAME Forum introduced new schemes and initiatives to target the needs of our membership.

2.More promotion for BME societies

This administration was tasked to do:

- Provide more resources towards BAME societies to help plan and create events
- Increase promotion of events through LUSU resources and Social media
- Organising Black History Month
- Organise events to promote Asian, history, cultures and traditions, in association with Asian societies.

- Introduce a mailing system for incoming BME students to make them aware of the BME presence on campus.

This administration was somewhat successful in this area. The COVID-19 Pandemic significantly derailed most the pledges. Particularly the commitment to plan more events. While we did cover Black History Month, we could have done more to plan more events regarding different faiths and cultures and this will be one of our main priority heading into our second term. We will achieve this by introducing a cultural calendar as a means to solve this.

3. Reforming the BME Forum Committee

This administration was tasked to :

Create a BME society council, in which as many BME societies come together to discuss issues facing BME students and how to tackle it.

This administration worked with the VP Societies and Media in establishing the Faith, Cultural and Community federation, hence we achieved our manifesto aim. In addition to this we re-established our forum and now have 73 current members.

4. Renaming the officer from BME to BAME

This administration was tasked to:

Renaming the officer from BME to BAME

This administration successfully achieved this and is now going further and is now proposing to go further and rename this role to the Race and Ethnic Minority Students Officer.

Other Achievements

- Lobbied for the University to take part in the Race Equality Charter
- Hosted training seminars regarding microaggressions and white privilege.
- Assisted in the creation of the Lancaster University Race Equality Network's Anti Racist toolkit
- One of the founding members of a brand new committee made up of various staff and students to promote Ethnic Minorities interests.
- Organised and Delivered a successful Black History Month, in which turnout surpassed previous years with reduced resources.
- Became the Co-Chair of the Faith, Cultural and Community Society Federation, working to increase resources to these groups and help them in anyway.
- Voted and assisted in the adoption of the IHRA working definition of antisemitism.
- Worked with various University management staff in improving outreach to Ethnic Minorities students.
- Delivered various presentations regarding initiatives to improve diversity, equality and inclusion, in which various task groups have been established as a result of the successful presentations.
- Collaborated with the NUS in campaigning for the decolonisation of education.
- Created very successful networking with various organisations to improve the student and staff experience for Ethnic Minorities.

- Worked with various societies and media to increase engagement from the community.
- A guest speaker at the Westminster Higher Education Forum, in which I delivered a presentation on how we can improve the student experience for ethnic minority students.
- A Guest speaker at the NUS National conference
- Projects to look forward too!
- A brand new Anti- racist training.
- The unveiling of the "Ethnic Diversity New Deal", or also known as the " A 5-year plan to implement anti-racist policies to increase Inclusion, Diversity, Equality, improve campus culture, increase the number of Ethnic Minorities at the University".
- Introduced and passed the Sugarhouse renaming policy.

Budget

Nothing to report