



## Manifestos For BAME Officer

The following are the manifestos for the candidates running to be one of your voluntary officers for the year 21/22. These officers will represent yourselves to the university and lead on campaigns to make student life better.

This officer role will champion the following areas of work but not limited to:

- This officer will lead the implementation and promotion of BAME students' campaigns and shall encourage the Union membership to also participate in BAME students' campaigns.
- This officer should work alongside the VP Welfare and Community and VP Union Development to represent the interests of BAME Students.
- This officer shall work alongside, and form links with, existing student groups, societies and the NUS when leading Black students' campaigns.

## Max Kafula

In my time as office as the BAME Students Officer, it has become quite clear that there is a lack of a committed strategy to improve racial equality amongst both organisations.

This is quite noticeable when in the Student Union annual report of 2020, where race wasn't not even mentioned once. In terms of the university, in their strategic EDI plan, it stated that we should have noted that we should have obtained an award by the Race Equality Charter. Only after the Black Lives Matter protests, the University has finally committed to a timeline to sign up for the Race Equality Charter. If it wasn't for the efforts of staff and students in lobbying the university to finally commit, it is reasonable for one to think that we might not have joined.

This is a New Deal for Ethnic Minority Students and this will be my main priority. It is ensuring that we are committed to having a strategy that can meet the objectives that are laid out below to ensure that we can be anti-racist and improve the Ethnic Minority Student experience here at Lancaster University. These are the pillars:

- Decolonisation of the curriculum
- Reducing the BAME Awarding Gap
- Representation
- Engagement
- Training
- Accountability

These are just some of the policies which are involved in the Ethnic Minority New Deal but not limited to:

1. The SU and the University should work together to expand the numbers of BAME Academic Reps within the faculties.
2. The SU and the University need to collaborate to ensure more investment into educational resources detailing information about Institutional barriers faced by Ethnic Minority students within the UK and higher education.
3. A new task group formed of Ethnic Minority Academic Reps, SU student officers and relevant grassroots campaigns to have termly meetings to work on solutions on how to further decolonise the university.
4. More inclusivity training for Staff and students. This should include White Privilege, Microaggressions, Allyship and general unconscious bias training.
5. The current reporting system needs to be reformed to make it much more accessible for Ethnic Minority Students.
6. Ensure that Anti-racism is one of the core programmes of the SU and that bids from anti-racist campaigns are prioritised.
7. More investment and allocation of resources into the mental health of ethnic minority students as well as more investment towards the hiring of more ethnic minorities counsellors.
8. Investment of more resources into preventing Hate crime and add more support given to Ethnic Minority Students who have been a victim of racial harassment.
9. Increase Investment within ethnic diverse societies through improved resources to make affiliation much easier.
10. Introduction of a Cultural calendar to increase awareness of Faith, Cultural and Community Societies and to celebrate these dates
11. Racial Societies, forums and groups should have full autonomy over their preferred definitions, and it should be the responsibility of the Student Union to implement it throughout the Union and to lobby the University to do the same.
12. During BHM both University and the Union should collaborate to promote the month throughout the university, and it no longer is seen as the responsibility of the Student Union and students to organise but a collective effort.
13. To improve communication and highlighting of the issues throughout the community, the term BAME should not be used as it marginalise ethnic groups and oversimplify the complex issues many ethnic group faces.
14. Increase the level of engagement throughout the community through stakeholder and focus groups programmes
15. A Referendum over the proposed Sugarhouse name change should be called. The proposed name changes should be collected through various stakeholders such as the current Sugarhouse staff, Commercial Services team and the student body. Thus, the final choices will be then given to the student body for a vote. A permanent reminder of the Sugarhouse history should be made visible throughout the Student's union in person and virtually.

I have vast amounts of achievements in my role so far which include:

- A guest speaker at the Westminster Higher Education Forum, speaking about how we can improve the student experience for ethnic minority students.
  - Passed a policy to improve Anti-Racist Training, which has so far trained over 100 people
  - Voted to make the Students Union a safe space for all students
  - 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.
  - Established a new Students Forum
  - A brand new Zero tolerance policy for societies and sports
-