

## Newcastle University Race Equality Network (Staff & PGR)

### Terms of Reference

The Newcastle University Race Equality Network for staff and PGRs (henceforth NU-REN) represents and amplifies the voices of all colleagues and Postgraduate (PGR) students who self-identify as belonging to a minoritised group. This includes all minoritised groups, including White and Chinese Asian minorities. We also welcome White allies who actively support the broad strategic aims of the network by taking an anti-racist stance.

### Aims

*The network aims to help disadvantaged minoritised colleagues achieve their full potential. We aim to do this by creating positive change that benefits Newcastle University and the wider community in becoming ever more equitable.*

The BAME Network has three broad strategic aims:

- A1) To promote **equity & reduce systemic disadvantages** for minority ethnic groups.
- A2) To improve **career & professional development** opportunities.
- A3) To build a sense of **community** and belonging.

The network realises that to achieve our strategic vision we must embed *intersectionality* (Crenshaw, 1989) into our strategic vision.

### Objectives

The following is an indicative list and is non-exhaustive:

- To be critical friends and work with the University Equality, Diversity and Inclusion (EDI) infrastructure and senior management to eliminate discrimination, harassment, victimisation, bullying, and gaslighting of racial issues **(A1)**.
- To support the effective implementation of actions that will lead to meaningful and lasting change and greater equity, e.g., supporting the Race Equality Charter **(A1)**.
- To network with external organisations in the wider community and make a positive impact on the lived experiences of ethnic minorities **(A1)**.

- To raise awareness of disparities for staff and PGRs, e.g., with regards to attainment, aspiration, recruitment, and career progression, and actively contribute towards achieving more equitable work practices **(A2)**.
- To actively promote inclusive practices in recruitment and reward and enable positive change through representation on promotion and recruitment panels **(A2)**.
- To provide activities and opportunities for career and professional development, e.g., through mentoring/sponsorship, training events, and/or working with colleagues involved with recruitment and promotion **(A2)**.
- To listen and provide peer support, guidance and signposting to appropriate services both within and outside the organisation **(A3)**.
- To provide opportunities to participate in a range of targeted social, professional, and personal development activities **(A3)**.
- To provide a safe space to express views in a confidential environment **(A3)**.

## **Membership**

Full membership is open to all staff and PGRs at Newcastle University who self-identify as belonging to a minoritised group. We welcome support and involvement from White allies.

## **Executive Committee**

Any full member can also express interest in joining the executive committee where they will be invited to help steer activity (subject to an informal vote from the existing committee members).

The executive committee consists of:

- Chairperson

Operations Team:

- Vice-Chairperson (Operations)
- Secretary
- Treasurer

CPD Team

- Vice-Chairperson (Career and Professional Development)
- PGR Representative
- Athena Swan Representative

- Race Equality Charter Representative

#### Community, Events and Engagement Team

- Vice-Chairperson (Community)
- Communications/Memberships Officer
- Events Officer

Roles may be shared by a maximum of 2 people. Roles last for 2 years and from April 2023 will be voted in at the AGM. Currently appointed members are eligible for re-appointment.

Responsibilities for each role are defined in committee meetings and noted at the AGM.

The Executive Committee may also Co-Opt additional members to the committee by a majority vote where this is felt to be to the benefit of the network.

#### **Mode of operation and AGM:**

- At least 4 committee meetings per academic year of which 1 meeting must be an AGM.
- For quorum, the Chair and at least 1 of the Vice-Chairs must be present at committee meetings, with a minimum of 4 additional members present from the membership list.
- In the absence of the Chair, the operations Vice-Chair will chair the committee meetings.
- Smaller groups working on specific projects to meet throughout the year as needed.
- The AGM will provide a summary of yearly activity, ratification of the terms of reference, and a budget overview.
- Executive roles are elected at the AGM (from April 2023).

#### **Accountability**

The Network is ultimately held accountable by its members but also communicates with the NU EDI Consultative Group and Faculty EDI committees. The Network adheres to the values, principles, and strategic goals of Newcastle University, but deliberately remains independent to provide objectivity be a critical friend.

Date reviewed: April 2022

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