



Hughes Hall Town Meeting

Tuesday 16th June 2020, 19:00 BST

E-Meeting

Aim of the meeting: discuss student concerns and issues regarding racial inequalities within the College. Receive feedback on the letter currently being addressed to senior members of the College.

Points Raised for/about College:

- Increasing the material available on anti-racism and BAME experience.
 - i. *Action: Small amount of funds put aside each year will be used to accrue new books for the library. Suggestions from students/professionals on which titles to purchase to be discussed in due course.*
- Harassment procedure to be amended to specifically discuss harassment pertaining to racial discrimination and the formal procedure for reporting racial harassment.
 - i. *Action: College is aware of the need for reform of the harassment procedure of the College, student input is essential for the writing of the document.*
 - ii. *Action: The procedure for reporting such harassment should be defined.*
 - iii. *Concern: BAME members of staff must be appointed to the staff panel which will deal with complaints of racial harassment.*
- Anti-racism and sensitivity training for staff members.
 - i. *Action: College is currently looking into the formal implementation of anti-racism and sensitivity training for all staff members, although some does already exist.*
- Prevent documentation.
 - i. *Current placement within the “Equality and Welfare” section of the College website and general wording of the document is not appropriate. Clarification of the issues raised by the Student to be sought by MCR members.*
 - ii. *Action: Revision of the wording and placement of the document by College, with input from the MCR and students.*
- Students fear the support for BLM from College is “superficial and performative”.
 - i. *The need for explicit action and initiatives from the College which suggest otherwise.*
- Hiring of more BAME tutors in the College.
 - i. *Action: The College is currently looking into the option of hiring new “Mentors”, one candidate has already been put forward by the MCR President.*
 - ii. *Action: Raise this issue with College to ensure that they are aware of the lack of BAME tutors.*
 - iii. *Action: When the college is hiring new tutors for the criteria to be published to the students.*
- Improved communications from College to students concerning BAME issues.
 - i. *Notably the creation tutor BAME Champion role and the appointment of Dr Cole – this initiative was not communicated to students in any capacity.*
 - ii. *Action: MCR Equality Officer(s) to reach out to Dr Cole for clarification of this new role and potential creation of initiatives.*
 - iii. *Action: Implementation of the Mentor scheme will also hopefully increase communications between College and the students.*
- Diversity within the College staff and students.
 - i. *Action: Ask College to publish the demographics of both the student population and the staff at all levels.*
- Concerns raised about perceived biases in how accommodation is allocated to students.
 - i. *Action: Request the allocation policy for accommodation to be made public.*

- Sources of financial aid for BAME funding.
 - i. *The Hardship Fund is available for those who need financial aid.*
 - ii. *Action: MCR Officers to ask College whether funding specifically for BAME students exists.*
- Request for a similar meeting to be held with senior College staff.
 - i. *Action: Plans to have a meeting next week (week commencing 22nd June) underway.*
- BAME students reported not feeling supported by their tutors.
- Purchasing of food/etc. from local businesses ran be BAME owners.
 - i. *Action: The MCR Ethical and Environmental Officer will look into this and approach College with potential suggestions.*

Points Raised for/about the MCR:

- The Equality and BAME Officer position is currently unfulfilled.
 - i. *Action: Continuing to advertise the current unfulfilled MCR positions with the aim to fill the position as soon as possible with an enthusiastic student.*
 - ii. *Action: If the position remains empty the role will be again advertised to the new 2020/2021 cohort.*
- Question: Can there be MCR roles which are specifically for BAME students?
 - i. *As per the constitution, both Equality Officers (Equality and BAME, Equality and LGBT) need to be filled by students who can adequately represent the defined minorities. This should read as only those belonging to these minorities can apply for these roles.*
- Students felt that the MCR lack diversity and some students reluctant to join the MCR due to perceived issues of inequality.
 - i. *Acknowledged by the MCR as the current Equality and BAME Officer role is unfulfilled.*
 - ii. *Action: MCR demographics will be released along-side whole student and staff demographics.*
 - iii. *Action: Creation of MCR BAME sub-committees which gives opportunity for more BAME students to have input on these issues and have their concerns raised.*
- BAME individuals not feeling welcome within the College/MCR Bar.
 - i. *Action: MCR led events for BAME students to create “safe spaces”.*
 - ii. *Suggestions on the type of events being run welcome, e.g. continuation of the recently created BAME book club.*
- Question: Have the MCR reached out to professional resources?
 - i. *As of yet no, but the MCR needs to do so. Input from BAME students on which resources to be contacting.*
 - ii. *Action: To create a more permanent collection of resources for BAME student, the idea of a website being created was suggested.*
- Anti-racism and sensitivity training for MCR members.
 - i. *No current compulsory training exists for MCR members which specifically addresses anti-racism.*
 - ii. *Action: liaise with College for MCR members to be included in staff training on anti-racism.*
- Better communication between students and the MCR.
 - i. *Action: The MCR believe that the creation of sub-committees will help this issue and therefore their implementation is imperative.*
 - ii. *Action: Continuing to hold such meetings with the student body is also important.*
- Continuation of the letter addressed to College.
 - i. *Concerns that the Facebook page is too public to request input on the letter.*
 - ii. *Action: Future iterations of the letter should be shared via email lists, and for the final letter to be available on the Facebook group for all current and past students to sign.*