

UNIVERSITY OF BEDFORDSHIRE
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TERMS OF REFERENCE (ToR)

A network working towards realising and developing equality for Black, Asian and Minority Ethnic staff within the University of Bedfordshire

Overview of the network

The Staff Network emerges from the demands of staff to advance anti-discriminatory practices and to advance ethnic equality, diversity and inclusivity in our working and learning environments at the University.

It is a voluntary group, including members from academic departments and professional services and so represents a cross-University collaboration that will harness valuable insights deriving from our collective commitment, expertise and experience.

It recognises that there are multiple sites for and approaches to changing institutional practices and cultures and that our autonomous staff group can contribute as much by making recommendations as by being a critical friend, challenging and disrupting bias.

Its purpose is to advance social and racial justice and is underpinned by the recognition that those who have lived experiences of discrimination and racism are best positioned to suggest ways to address and overcome

Chair:Dr Mohammad Alramahi	Vice ChairDarsh Hawtin
Secretary:Pamela DeBisette	Events OfficerCarol Dawes
Communications, Branding & Membership Officer: Maria Adams Thomas, Pamela DeBisette, Priya Chauhan & Darsh Hawtin	AdvisoryGroup:Dr DianaPritchard,Professor UvanneyMaylor, AmandaEgbe,Grace Mashonganyika
Inclusive Education Advocate:Barbara Silcox & Jennie Dettmer	

6. Frequency of meetings

Meetings will be held normally on a monthly basis. The terms of reference include scope for smaller working groups to be identified to drive work programmes forward. In the longer term, there may be a need to review the frequency of the meetings.

7. Annual general meeting (AGM)

One of the Network meetings will be an annual general meeting to

- x agree a list of officers and elect
- x review terms of reference
- x plan the annual work programme
- x present the annual report from the Chair of the Network.

8. Quorum

For the Staff Network meeting to be quorate, there will be an attendance of five members. The chair or vice chair must be present.

9. Confidentiality

At no point is anyone under any obligation to declare any information about themselves that they do not wish to share. The Network will operate a safe space approach to meetings and treat Network members with dignity and respect. To assist with confidentiality, records will be kept of attendees to each meeting, but names will not be included on notes or minutes that are circulated outside the Network.

10. Relationships and reporting

The Network will be an autonomous group within an with confidence with