To support Cardiff University’s commitment to race equality, I am going to...
Get involved and be active in creating awareness on matters of Equality and Diversity BMI issues.

Investigate number of BAME students going on year abroad/internships with Global Opps Centre for PSE.

Speak to different BAME groups to try to uncover what are the root issues that lead to attainment gap.

Think about being white!

Liaise with officers from other institutions to share ideas and research, ensuring that a collective approach is met to tackle this sector-wide issue.

• Invite Susan to CARBS
• Consider individual behaviours
• Do Business ???

Read, act on and promote the reflections in the Race Guide.

Create a bank of diverse alumni profiles to celebrate.

Engagement in difficult conversations with students and staff members to ensure continued understanding.

I am prepared to work with anyone that asks regarding how they approach race, be a point of contact for BME students or staff and be more proactive in having BME representation in the LGBT+ association.
Work with the students union Black and Ethnic minorities officer to develop a greater understanding of the BME+ participation gap, and how it relates to the BME attainment gap, utilising research conducted by University of Teesside Students Union

Plan a suite of inclusive curriculum/ CPD workshops

Make sports and societies more inclusive – challenge norms

Read the #closethegap report

Educate myself and take extra care to listen ... The lived experience of ???

Develop my vocabulary and raise the quality of my conversations about race equality

Propose and support BAME alumni, Hon Fellows and role models

Review curriculum & actively seek opportunities to engage w/ BAME topics

Drive forward change through my EDI work + committees

Explore Amos Bursaries (???) to support BAME progression

Keep race on our strategic agenda so we consider it regularly

Introduce a training workshop for all staff on BAME attainment gap
Advocate and empower students who have stories to shape them

Circulate the guide to all my staff & support fully all aspects of EDI in my division all the time

Read about the subject to try to find concrete solutions

Think more about composition of interview panels

Advocate and empower students who have stories to shape them

Ensure feedback is gathered from a diverse student group

Elevate the role of ‘Real model’ over role models in our student community

Educate myself to understand reasons for BAME student non-completion + attainment gap

Obtain and share data on BAME attainment gap Withdrawal rates DLTs / UK leads Next week

Improve BAME-relevant matrix into my teaching

Use the BAME lens in all contexts Meet with Susan C for a coffee

Lobby to ensure BAME staff are brought out to contribute as they wish & without detriment / ???

Ensure recruitment ?? Are ?? The Voice
Diversify panels to reflect my students and staff

Head hunt role models
Not correct name maybe but to help all students “feel at home”

Invite BAME staff students to events to talk

Read one of the recommended books to learn more about the issues

Ensure staff focus on making all students “feel at home”

Better manage images

Look at ‘white curriculum’ in school and look at diversifying it

Endeavour to model and deliver the culture & behaviour that we want from this University

Improve recruitment process in dept.

To set up a race awareness group of all staff to encourage a change in culture so that EDI is perceived as more than gender and orientation

Challenge BLS DLTs/?? Leads to review and amend curricula incl. patients + diseases management from BAME perspective

Discuss in our leadership meeting what changes we can make in the department to make it a more friendly and welcoming place for people of all backgrounds

Role models – I must admit I engaged in the role model project in Jan 16. Unfortunately the student play in Feb 16 and also an unusual interaction with a staff member in Feb 17 caused me to withdraw from that type of promotion. IT IS TIME NOW TO RE-ENGAGE
Working to ensure that no matter intention the actions that are carried out are beneficial, not misplaced

Understand better why students fail in my school

Read Charlotte Williams’ ‘Sugar 4 Slate’ and stick it on my module

Review wording of job descriptions + adverts for forthcoming recruitment

Review approach to JDs

What is takes as this agenda develops

Test the absolute limits of positive action, in relation to – for example – academic recruitment

Challenge any racist behaviour

Ensure a diverse field is gathered for every leadership role

Contact colleagues on Grangetown project re multilingual co-working

Reverse mentoring

Make the broad leadership of Cardiff University more diverse to reflect the talents and experience of all
Discuss the BAME attainment gap at School and Student-staff meetings

I am going to help edit the Strengthening Race Equality Guide!

Explicitly address the inclusive curriculum – opportunities to decolonize + extend

Read and comment on the resource guide

I will continue to encourage students to share their experiences in safe-spaces

Discuss the BAME attainment gap at School and Student-staff meetings

Facilitate a discussion among College PS managers

Talk to students about our curriculum

Read and reflect on reading re. race