

UNIVERSITY OF BRISTOL

Friday 7th May 2021

Professor Hugh Brady (Vice-Chancellor)
(Hannah Quinn – Clerk)

Members

Category 1 – Elected Members

R Barry, T Brewer, C Burns, H Carter, R Dufton, A Ganapathy, S Gilbert, A Glykis, M Liversidge, T Mitchell, M Partington, H Phillips, C Scowen, V Smith, J Thompson, A Waterman-Pearson, L Wilson, M Young.

Category 2 – Nominated Members

R Amos, S Crew, H David, G Ferguson, P Golding, P Hooper, S Jirde, A Kelly, T M, A Raikes, G Richardson, T Smallwood, P Smith, S Stephenson-McGall, H Young.

Category 3 – Ex Officio

M Berry, J Cornish, A Sheng

Category 4 – Additional Members

P Achieng-Kindberg, J Arday, D Brown, M Curtis, S Gordon, H Gyebi-Ababio, L Hoo, A Hussain, L Ismail, V Kisuule, C Lake, R Pitter, Z Shabir, A Shafi, A Thomas, K Woolf.

In Attendance

Senior Team

C Buchanan, E Fay, J Iredale, T Jessop, R Kerse, E Lithander, A O'Grady, L Parr, S Purdy, J Squires, P Taylor.

Board of Trustees

G Bowen, J Boyer, J Cecil, L Fletcher, N Joicey, J Khawaja, O Odubiyi, J Palmer, A Raffel, S Robertson

Deans

J Norman, K Pollman, J Tavaré, S Tormey.

Sabbatical Officers

R Kiruri

Elected individuals from UoB staff

H Abulrub, C Baldwin, M Costain, R Ellis-Haque, K France, T Henderson, J Hunt, R Logan, J McAllister, P Mutesva, T Mwarewangepo, E Palk, R Salisu, P Walters, A Williams.

Facilitators

A Birdi, T Brunnock, M Krishnan, J McWilliams, K Meghrawi, K Miller, T Modood, A Monk, J Morley, O Otele, Z Pither, R Scott, P Smart, L Taylor, L Tikly.

Support

M Blackie, H Cole, L Dineen, S Eichhorn, C Gully, A Hatcher, S Johnson, S Marshall, F Morse, D Mulcahy, L O'Shea, A Sahni.

1. WELCOME BY THE VICE-CHANCELLOR

- 1.1 The Vice-Chancellor welcomed members to the meeting, noting the change in arrangements due to the pandemic. Court was thanked for their time and engagement. It was confirmed that no formal business was planned.

- 1.2 A video message from Sir Paul Nurse was displayed to Court. The Chancellor welcomed all members and attendees, including the Chancellors appointed members.
- 1.3 NOTED that the workshop would be led by the Anti-Racism Steering Group, who would facilitate the breakout sessions.
- 1.4 NOTED that no new material declarations of interests had been received.

2. BECOMING AN ANTI-RACIST UNIVERSITY

- 2.1 The Deputy Vice-Chancellor & Provost and Dr Jane Khawaja, Co-Chairs of the Anti-Racism Steering Group addressed Court, on behalf of the Anti-Racism Steering Group and sought Court's challenge, support and input to better develop our plans.

- 2.2 The following points were NOTED:

- 2.2.1 The commitment of the University to Anti-Racism and the importance for society as a whole to maintain momentum in addressing racial inequality. The commitment to open and respectful dialogue which will enable understanding of why we seek sustained change.
- 2.2.3 Dr Khawaja spoke to the impact on many members of our community of the Black Lives Matter movement and the toppling of the Colston Statue as well as the disproportionate impact of Covid which had highlighted ongoing inequalities.
- 2.2.4 That the impact of institutional racism was shown in absence – the absence of black professors, senior leaders and lack of representation on decision making groups.
- 2.2.5 That the only way to undo racism was to consistently identify and describe it and then dismantle it. That Anti-Racism was not a new concept, but was rooted in action, and taking steps to eliminate oppression of marginal groups.
- 2.2.6 The importance of confronting our own past and our responsibility to consider the legacy of slavery on our institution. The 2017 petition from students to rename then Wills Building, and research underway by Prof Olivette Otele to understand our history and to inform the Naming workstream.
- 2.2.7 The University's engagement in the Bristol's Race Task Force, which had positive outputs including the development of a report and support tool which enables anonymous reporting or requests for support, the introduction of a student inclusion team and an employability manager.
- 2.2.8 The University's 2020 statement on race equality in partnership with Bristol Students Union, which was a call to action for all members of our University community to ensure there is no place for racism at UoB.
- 2.2.9 The establishment of the Anti-Racism Steering Group, to affect real change and engage the entire community. The challenge of meeting colleagues demands for swift action and the need to balance this with the need to address root causes and enable sustainable change.
- 2.2.10 The DVC & Provost introduced the six broad workstreams which would be used to structure the break out sessions and summarized the range of activity, aims and outputs for each.

3. BREAKOUT SESSIONS

- 3.1 Court moved into six break out sessions as below:
 - 3.1.1 Governance: The Theme Leads, Tariq Modood, Jason Palmer & Lucinda Parr, hosted the breakout session.

- 3.1.2 Naming: The Theme Leads, Alicia O’Grady & Olivette Otele, hosted the breakout session.
- 3.1.3 Research & Civic Engagement: The Theme Leads, Madhu Krishnan, John McWilliams & Kate Miller, hosted the breakout session.
- 3.1.4 Staff Representation & Support: The Theme Leads, Claire Buchanan, Raeesah Ellis-Haque & Robiu Salisu, hosted the breakout session.
- 3.1.5 Student Representation & Support: The Theme Leads, Roy Kiruri, Zoe Pither, Sarah Purdy & Palie Smart, hosted the breakout session.
- 3.1.6 Teaching & Learning: The Theme Leads, Alvin Birdi, Khadija Meghrawi & Leon Tikly, hosted the breakout session.

The meeting took a short break

4. FEEDBACK FROM THE BREAKOUT SESSIONS

4.1 The Theme Leads, hosted by Co-Chairs, presented feedback from the breakout sessions.

- 4.1.1 Governance: The key points to feedback in relation to recruitment were the importance of clearly defining and measuring skills, the barrier of remuneration, the importance of representation across the University not just at Board level, making the University more inclusive and accessible on a practical level, pro-actively partnering with groups across the city, intentionally recognizing our privilege, considering our use of data and gaining more input from people with lived experience.
- 4.1.2 Naming: They key points to feedback were the complexity of uncovering our own history, how we can and should commemorate people at the University, ensuring that renaming is about a conversation not a clash of views. Issues also arose around the representation of our workforce and student body, and the accessibility of our campus to members of community.
- 4.1.3 Research & Civic Engagement: The key points fell around three themes, firstly, the importance of having a positive vision for anti-racist research, framing this as an expansive opportunity. Secondly the importance of engaging with the external environment, noting the importance of positioning the University to be able to lobby funding bodies etc. Thirdly acknowledging the importance of co-production with a wide range of partners, experts and actors.
- 4.1.4 Staff Representation & Support: The key points were around the quality of data, particularly around promotion and progression, the importance of retention as well as recruitment, transition and induction for new staff, training and support for line managers and how we can all take accountability and embedding action across the organization.
- 4.1.5 Student Representation & Support: Key points fell around two themes. , firstly the need for a multi-stakeholder approach, co-creating a better future and taking a holistic approach across the student journey; secondly the importance of fostering diverse academic communities. In relation to the first, the importance of intersectionality and taking a multi-generational approach was recognized, along with the value of considering cross sector innovation.

In relation to the second, the group noted the importance of allocation of accommodation to create diverse communities, and the need to consider intersectionality particularly around class and adopt appropriate language support for international BAME students.

- 4.1.6 Teaching & Learning: Key points to feedback included potential productive uses of the Universal City platform, the importance of building on work underway in the City, co-production and creating links. The relationship of Bristol to decolonisation as a global issue and the importance of considering decolonisation as an expansion of the curriculum, not a reductive approach. The need to recognize the contributions of different cultures to all disciplines, and recognize that decolonisation will look different in different disciplines.
- 4.2 The Co-Chairs thanked everyone for their feedback, and noted the rich and absorbing conversations. It was acknowledged that the University will not succeed by working in isolation and that a whole community approach was required to address anti-racism and effect positive change.
- 5. CLOSING REMARKS**
- 5.1 The Vice-Chancellor thanked Court for their engagement in the meeting and with the University. He noted that Court had been reimagined to provide a mechanism to engage with our alumni, the city and wider stakeholders and thanked all for making it a success.
- 5.2 The Vice-Chancellor confirmed that all feedback would be considered by the Anti-Racism Steering Group and incorporated into their plans, which would be fed back to Court and a further update would be provided at the next meeting of Court.
- 5.2 The Vice-Chancellor encouraged Court to complete the feedback form online and reminded Court that the date of the next meeting would be 3 December 2021.