

HALLAM RACE NETWORK

VISION MISSION LEADERSHIP

REFLECTION ON LAST YEAR



VISION

What can we do today, so that tomorrow we can do what we are unable to do today?" – Paulo Freire

- Building a **G.R.E.A.T** University
- Globally minded
- Responsible
- Equitable in terms of access, success and progress for staff and student community
- Anti-racist
- Transformative experiences



MISSION

Achieving the Vision

- Provide a 'safe space' for staff and students from the global majority
- Provide a principled space to contribute to institutional conversations about race
- Draw on our collective expertise to support the University, Race Equality and Charter strategy and the Students' Union strategy in achieving the investors in diversity
- Gather feedback from university equality interest groups and forums to understand issues and create dialogue.



PURPOSE

" [...] Hope is something else, you see, because hope is not spectatorial. It's participatory. You're already in the mess. You're in the funk. What are you going to do?

Hope is a verb as much as a virtue.

Hope is as much a consequence of your action as it is a source of your action, So that hope is something that you find in your immersion. And you decide you're going to fight till the end. No matter what." Dr Cornel West (2020).



TEAM ROLES



Events Officer

- Responsible for organising events for the Network, including inviting guest speakers and collaborating with the SU and wider university on events.

Membership and outreach

- Coordinate efforts to recruit new members, and organise events for existing members working with the SU and the wider university event organisers.

Communications and Media

- Create professional and engaging communication pieces to progress the work of the HRN. To develop, support and promote the HRN, and effectively build and maintain positive professional relationships within and outside of the University.

Development officer

- To provide confidential consultative support for minoritised groups within our Network and provide information of how to access appropriate support services.

QUESTIONS/COMMENTS

How will the network provide a forum/mechanism for black voices to be heard in the University? As a AAMG/BAME/BME member of staff its hard, at times, to feel like your voice is heard

So what platform or 'space' will this safe place take up. More often or not, it is hard to truly be honest and talk about our experiences, ideas and opinions, without the "watching eye"??? what parameters will be put into place to ensure the "safety"?

The origin of the notion 'safe space' is for people from minoritised backgrounds to meet and talk freely with other people of colours. This is why we differentiate to a principled space - which is open to all

How do we enable a rigid infrastructure to flex in a progressive way? Consider for a moment the infrastructure is 'people' So how do we instil a collaborative progressive mindset to 'flex' the internal structures?

Largest increase in UCAS applications coming from AAMG students

I want to see more BAME recruitment in Staff

QUESTIONS/COMMENTS

the problem I find is that as a university we are not making any meaningful change. we have to leverage this group to support progressive change initiatives that struggle to get traction due to the infrastructure of SHU.

You are totally correct hence we need to work together collectively to work with the university

Lovely to see you all and to meet you all (virtually). One of the reasons that I've been hesitant to get involved in things like this echoes the point made earlier. I've been at Sheffield Hallam for more than 10 years now and progress on matters regarding race is sloooow. So I've tended to avoid involving myself because the emotional labour of justifying my own existence in a space that isn't designed for me is real! The gaslighting is real. The racism is real.

Your voice is heard and your views are shared. Please come and connect with us more!

VOX POPULI

POLL OPEN TILL 13TH OCTOBER – PLEASE FEEL
FREE TO ADD YOUR VOICE

- What are your expectations of/for the HRN for the next 12 months? (Code)
- What skills and knowledge can you contribute to the Network?
- Go to www.menti.com and use code 7637353.

Thank you Maxine!!!

ONE MORE THING...

We have learnt so much from you – your candour, your experience, your honesty and your generosity. SHU has lost a giant!



We'll really miss you and all your work and energy Maxine!

Can't thank Maxine enough.

Thanks for everything Maxine - gonna miss you X