



BLACK VOICES GUILD OF STUDENTS

BLACK VOICES MANIFESTO 2022/3

In early 2020 the Guild launched the Black Voices campaign, by 2021 it had adapted to a student led and facing campaign, with community organising as its foundation for growth. At the University of Birmingham, Black Students are less satisfied with their academic experience than they are sector wide, and Black students' satisfaction with the Students' Union has dropped almost 10% in the last year.

- 1.** The Guild will make a proactive effort to diversify the range of events and activities it offers to cater to its membership.
 - A.** This will be demonstrated by an increase in the number of Black friendly spaces it offers, i.e., FAB Nights, Hairdressers, Discussion spaces.
- 2.** The University will commit to making its facilities and spaces accessible to Black Students, particularly through effective targeted promotion.
 - A.** Students should be made aware of the option to request wellbeing support from a Black or BAME member of staff should they wish.
 - B.** The EDI Calendar should be a transparent, centralised, and easily accessible resource for students.
- 3.** The University should begin a proactive process of decolonising the curriculum of every subject, including but not limited to:
 - A.** Reviewing the education of medical focused subjects in light of the measurable inequalities that Black individuals face in medical.

- B.** Engaging black students in meaningful discussions at a school and college level to source ideas to develop the curriculum.
 - C.** Developing approaches to learning and assessment that facilitate students and staff in solving problems of the future and deconstructing the problems of the past.
 - D.** Ensuring any curriculum and resource review activity includes a consideration of decolonisation and is checked by the respective college's student/staff body.
- 4.** Educators should undergo mandatory quality training to deliver teaching that is truly inclusive and does not alienate students.
 - 5.** The Guild will commit to providing EDI training to Student Group committee members that should wish for it.
 - 6.** The University should establish a Historical Reconciliation Committee tasked with deciding how best to appropriately acknowledge the University of Birmingham's heritage without giving the appearance of idolising those who were involved in mass enslavement. The group should have equal representation of university staff and students. Black staff should also be given the opportunity to take part in this committee.
 - 7.** The University and Guild should engage proactively in making its staff more racially diverse, particularly in senior roles.
 - 8.** The BAME umbrella should be disaggregated when reviewing, reporting, and publishing statistics. This will include intersectional analysis of publicly released pay gaps.
 - 9.** The University and Guild should not rely on the goodwill of departments, staff, or students. Individuals and committees should be given direct responsibility for implementing these changes within reasonable timeframes. Where students are asked to engage in this work, they should be fairly remunerated labour.
 - 10.** Black Voices will commit to raising Black consciousness amongst black students through educational talks and events.