



## Your Students' Union's progress towards our 5 commitments to becoming a more diverse and inclusive organisation:

**Commitment 1: "We will offer all BAME candidates for our student or career staff a guaranteed preliminary interview."**

**Progress: completed**

**Update (Friday 12<sup>th</sup> March 2021)**

One Preliminary Interview has been given to a student who is applying for the role of Bars Team Member. Positive feedback was received at the end of the interview, with the student saying they feel more confident in the process.

**Update (Monday 24<sup>th</sup> August 2020)**

A recruitment procedure has been created to ensure Preliminary Interviews are available for anyone to apply for. A Preliminary Interview is separate to the application process and is designed to give a general introduction to what it's like to work for the Students' Union.

For more information and how to apply: <https://lincolnsu.com/vacancies>.

**Commitment 2: "We will appoint a BAME independent complaints officers to review any complaints that are deemed to have a racist element."**

**Progress: completed**

**Update (Monday 7<sup>th</sup> September 2020)**

Ben Anim-Darko Boakye, Head of Equality, Diversity and Inclusion, has been appointed as the independent Complaints Officer for the Students' Union.

*The Complaints Procedure can be found [here](#).*

**Update (Monday 24<sup>th</sup> August 2020)**

The complaints procedure has been reviewed and amended, and a role description has been created for the independent Complaints Officer position. These amendments have been taken to the Executive Committee for approval. Upon approval, copies will be made available to the student body.

<b>Commitment 3: “We will hold focus groups with our BAME students to see how we can improve all of our services and activities. Our BAME officer will have a permanent voice in the operation of our services and activities.”</b>
<b>Progress: completed</b>
Update (Friday 30 <sup>th</sup> October 2020) Fourth Focus Group has taken place. Discussions held around communications from the University, blended learning, isolation, lockdown and feedback on the Students’ Union’s Black History Month events.
Update (Tuesday 25 <sup>th</sup> August 2020) Third focus group has taken place. Discussion around how the University & Students’ Union can provide further support. Discussion in relation to improving the sense of belonging at the University of Lincoln, and how to tackle isolation and loneliness.
Update (Tuesday 18 <sup>th</sup> August 2020) Second focus group taken place, the topic of discussion during this session was improving a sense of belonging on campus.
Update (Monday 20 <sup>th</sup> July) Focus groups are being organised, with agendas to be created following the first session. The first Focus Group has taken place, involving a discussion of a potential format for the sessions moving forward, and frequency of focus groups.

<b>Commitment 4: “The Chief Executive to recommend that the BAME Officer is a member of the Board of Trustees for a minimum of 12 months.”</b>
<b>Progress: completed</b>
Update (Tuesday 4 <sup>th</sup> August) The BAME Officer has been invited to join the Board of Trustees. The next Board of Trustees meeting will take place on Friday 2 <sup>nd</sup> October.

<b>Commitment 5: “We will be introducing compulsory unconscious bias and race equity training for all staff in the SU. This is so that we can ensure that we are more sensitive and understanding of the issues and matters that affect our BAME students.”</b>
<b>Progress: completed</b>
Update (Monday 19 <sup>th</sup> October 2020) Unconscious Bias training delivered to 45 members of full-time staff, including Sabbatical Officers, and being built into inductions for new members of career staff.
Update (Tuesday 15 <sup>th</sup> September 2020) External race equity training “It’s About Race” delivered by The Diversity Trust to 52 members of full-time staff.
Update (Monday 7 <sup>th</sup> September 2020) External race equity training to be provided by The Diversity Trust. Currently in process of arranging for all career staff to complete training, along with Unconscious Bias training.
Update (Monday 1 <sup>st</sup> September 2020) Unconscious Bias training is now online and compulsory for all student staff.
Update (Tuesday 25 <sup>th</sup> August 2020)

Compulsory Unconscious Bias training has been updated for all ULSU career staff and Student Leaders.