

## Students' Union Executive Committee 24/08/2022

### Bye-Law Proposal to Change Black & Minority Ethnic (BME) Representative Role to Race Equality Representative

#### Background

After consultation with various internal (student representatives; the Executive Committee) and external groups (Diversity and Cultural Change at ARU,) we have identified that our current title for Black & Minority Ethnic (BME) Representative may not be representative of students who could engage with the role. Such as students who are majority ethnic in their home country, but not in the UK. There has been a wider sector discussion on this matter as well, found within Advance HE and the Race Equality Charter.

After seeking advice from ARU's Diversity and Cultural Change Coordinator, it was revealed that the Higher Education Race Action Group (HERAG) surveyed their staff, and the general consensus was that BAME was not a representative term and they instead use the term 'Black, Asian and Minority Ethnic' instead of the acronym. In addition ARU use the term 'Black, Asian and Minority Ethnic' in their Race Equality Strategy and Charter Submission. Those eligible for the role will be able to self-identify by selecting the option that says "I am Black, Asian or from a Minority Ethnicity."

ARU also employ Race Equality Advocates and are recruiting these positions going forward for the 22/23 academic year. The SU and ARU should be unified in our approach and using a variety of terminology can lead to confusion. ARU Students' Union should update the title of the BME role to Race Equality Representative to be more inclusive and welcoming.

#### Recommendation

The Executive Committee to discuss and approve the change of the title of 'Black & Minority Ethnic (BME) Representative' to be 'Race Equality Representative'.

Shankar Sreenath

President

16/08/2022

## Bye-Law 6

## EXECUTIVE COMMITTEE AND ITS SUB-COMMITTEES

Purpose: This Bye Law outlines the roles, responsibilities and ways of working of the Executive Committee and its two Sub-Committees.

## 2. Membership

2.1 The Executive Committee shall be made up of the Elected Officers of the Union:

2.1.1 The President and Vice Presidents (President; Vice President (Arts, Humanities and Social Sciences); Vice President (Business and Law); Vice President (Health, Education, Medicine and Social Care); Vice President (Science and Engineering); Vice President (Healthcare Practice).

2.1.2 The Faculty Reps (Arts, Humanities and Social Science Faculty Rep (Cambridge); HEMS Faculty Reps (Cambridge x2), (Chelmsford x2) and (Peterborough); Science & Engineering Faculty Reps (Cambridge) and (Chelmsford); and Business and Law Faculty Reps (Cambridge) and (Chelmsford).

2.1.3 The Campaign Reps (~~Black and Minority Ethnic (BME) Students'~~ [Race Equality](#) Rep (Cambridge) and (Chelmsford); Disabled Students' Rep (Cambridge) and (Chelmsford); International Rep (Cambridge) and (Chelmsford); LGBT+ Students' Rep (Cambridge) and (Chelmsford); Mental Health Rep (Cambridge) and (Chelmsford); Trans Students' Rep (Cambridge) and (Chelmsford); and Women's Rep (Cambridge) and (Chelmsford).

## Bye-Law 3

## OFFICERS AND REPS

Purpose: The purpose of this Bye Law is to outline the responsibilities of the representative roles which make up the Executive Committee. All members of the Executive Committee are “Elected Officers” for the purposes the Articles of Association.

- 1.1 There shall be fourteen part-time Campaign Reps elected in accordance with the Elections Bye-Laws:
  - 1.1.1 ~~Black and Minority Ethnic (BME) Students’ Race Equality~~ Rep (Cambridge) and (Chelmsford);
  - 1.1.2 Disabled Students’ Rep (Cambridge) and (Chelmsford);
  - 1.1.3 International Rep (Cambridge) and (Chelmsford);
  - 1.1.4 LGBT+ Students’ Rep (Cambridge) and (Chelmsford);
  - 1.1.5 Mental Health Rep (Cambridge) and (Chelmsford)
  - 1.1.6 Trans Students’ Rep (Cambridge) and (Chelmsford); and
  - 1.1.7 Womens’ Rep (Cambridge) and (Chelmsford).