



LIVING BLACK AT UNIVERSITY

Engaging
with
Equity

Brought to you by

UNITE
STUDENTS



University of
Kent

Tuesday 8th October 2024

Welcome

Karan Khanna
COO, Unite Students (He/Him)

&

Georgina Randsley de Moura
Acting Vice-Chancellor and President,
University of Kent (She/Her)

Reflection

Sam Kingsley
Belonging and Engagement Consultant,
Sam Kingsley Consulting
(She/Her)

Circles of Reflection

White Privilege *“Reflect on a time when you became aware of your own privilege or lack thereof. How did it make you feel, and how did you respond to it?”*

Anti-Blackness *“In what ways have you witnessed or experienced anti-Blackness in your community, workplace, or personal life? What actions were taken, or could have been taken, to address it?”*

Accountability and Action *“What is one action you can take, individually or collectively, to confront white privilege and dismantle anti-Blackness in your personal or professional spheres?”*

“ When we speak, we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So, it is better to speak. ”

Audre Lorde

Keynote

Carol Thomas

Accommodation Services Manager,
University of the Arts London EDI Lead, CUBO
(She/Her)

Action on recommendations

Case studies on actions taken to improve the
experiences of Black students in accommodation

Living Black at Kent

Laura Maclean

Head of Accommodation and Customer
Services, University of Kent
(She/Her)

&

Saundré Hughes

Student Success Assistant Manager,
University of Kent
(She/Her)

2023 – Year 1

Living Black at University Working Group set up at Kent, bringing together stakeholders from across the University:

- Accommodation & partners, UPP, Unite Students
- Black Student Voices
- Catering
- Directors, academic strategy, education
- International Office
- Kent Student Union
- ResLife
- Sport
- Security
- Student Comms
- Student Services
- Student Success
- Training & Development



// My name is Melissa Browne and I am the Deputy Director of Commercial Services and Estates at the University of Kent.

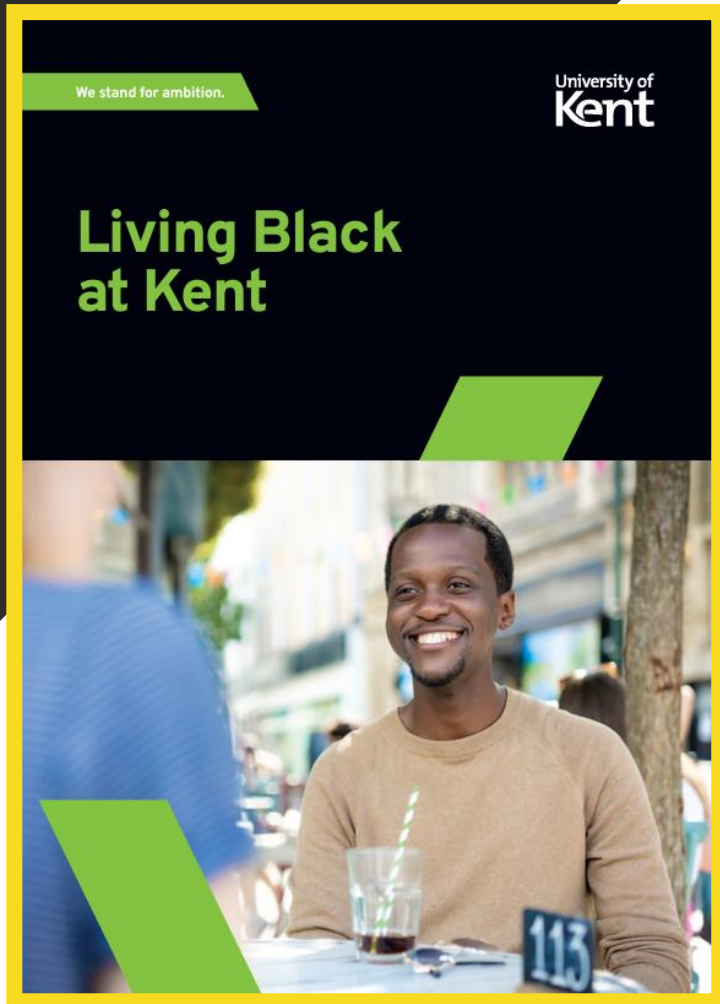
I have the honour of being one of the commissioners of the Living Black at University (LBU) report published by Unite Students, one of our partner accommodation providers.

Our hope as a commission was to create opportunities and initiatives for Black students to feel a sense of belonging in their institutions so they can thrive. My hope is this booklet gives you a head start in getting settled into your new surroundings and finding your feet in your new home.

We hope you have the best experience at the University of Kent. //



// Hello, I'm Laura Maclean and I'm the Head of Accommodation and Customer Services. I'm passionate about improving the lived experience of our students here at Kent, and set up the Living Black at University (LBU) Working Group in response to the LBU report published by Unite Students. This booklet is just one of the initiatives that has been developed in response to the report's recommendations, and we hope that we can build on this in the future to ensure all our students are well supported, particularly when they are moving to Canterbury for the first time. //



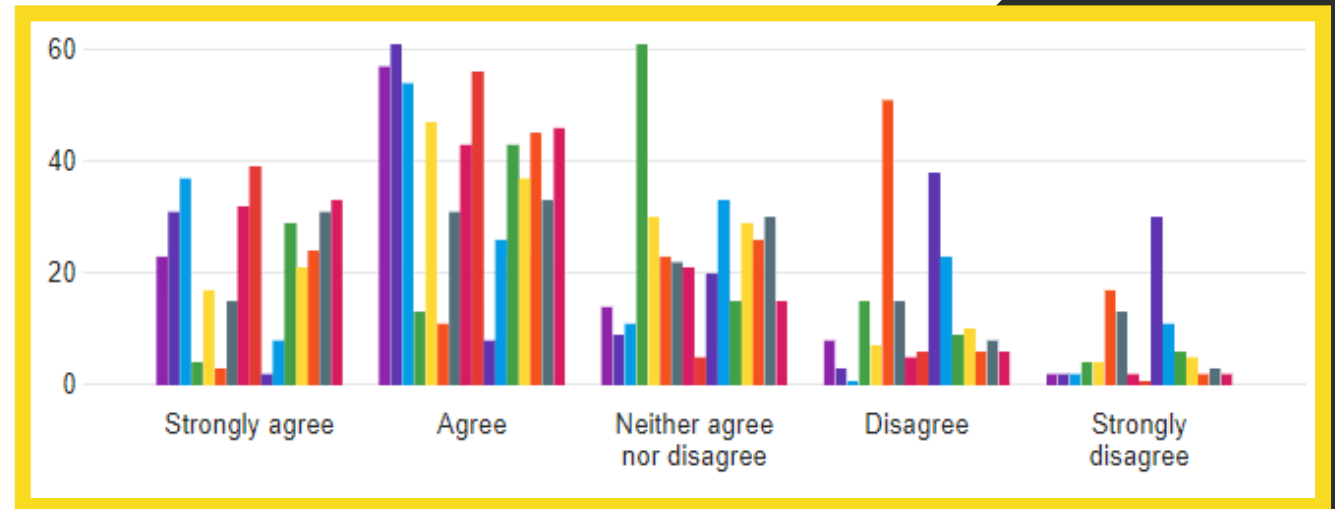
What we achieved in 2023

- Launched a Caribbean cuisine micro-brand 'Three Little Birds' on campus
- BAME staff network supported student arrivals
- Data gathering via student survey
- Launched Staff EDI training
- Information on culturally relevant services – welcome booklet

**THREE
LITTLE
BIRDS**

What happened next?

- Data analysis
- Areas of focus
- Co-Chairs
- Student involvement and engagement



2024 Student focus groups

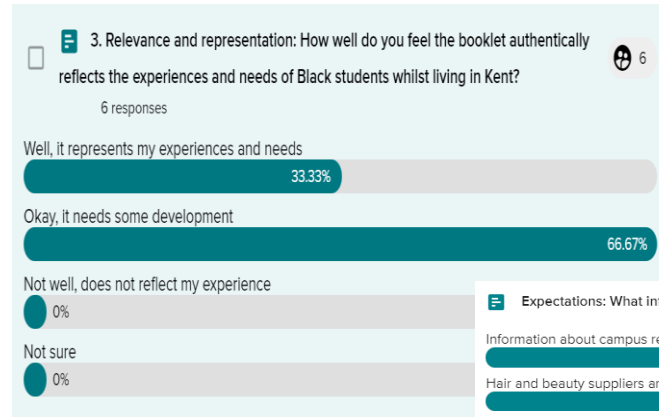


**THREE
LITTLE
BIRDS**

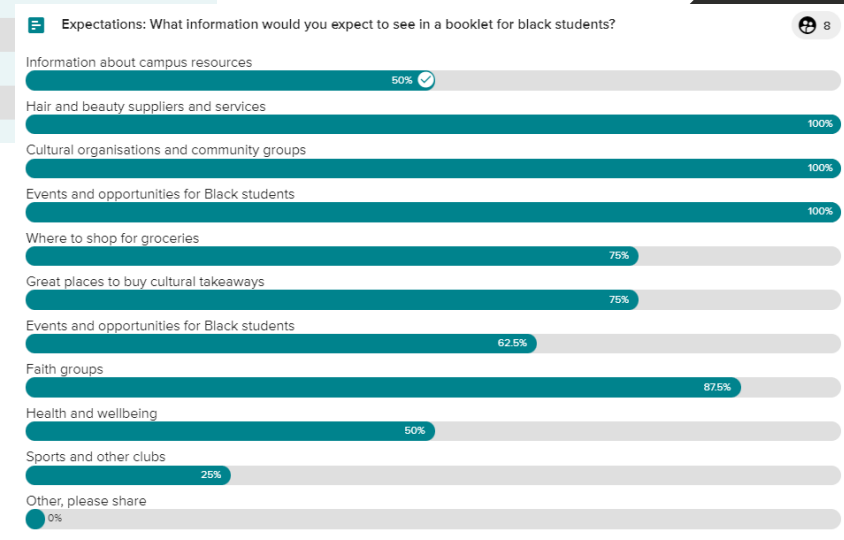
- Two student focus groups held in March
- Invitations included mail-outs and social media campaigns
- 20+ students attended
- Catering by Three Little Birds – Caribbean style street food
- Each participant was thanked for their time with a £20 KentOne credit
- Colleagues from BAME Staff network, and wider university community joined to help facilitate the conversation
- Feedback gathered via Vevox and transcript
- [2023 Welcome booklet](#)

Living Black at Kent

7

[illegible]

the right step
hair stuff i need
mine has been good. very practical
never seen it before
mid
not perfect solution
a i didn't know informative
seen before detailed familiar societies
i didn't read it ☐ seen it before.
very helpful ok i have seen it b4
different spaces safety
found it very helpfu
straight forward



Student feedback

- “More diverse images & less text”
- “It’s giving Kent”
- “Vlogs & interactive content created by students”
- “Making Kent feel like home”
- “More vibrant colours”
- “Survival guide for Black Students”
- “Interactive map please”
- “It should have more group pictures”
- “#LivingBlackatKent social campaign & branding”
- “Images of real students on campus”
- “Hot Tips from Black students”



Next steps



- Sent thank you mailouts to participants
- Develop **#LivingBlackatKent** branding
- Webpage and digital content commissioned
- Students helped create content (paid for their work!)
- LBU Student content and Ambassadors

Black Students Guide to Kent

- Launch of our [webpage](#)
- Promotion via online accommodation induction
- Black History Month

A Black Student's Guide to Kent

A Black-centric guide to navigating student life at Kent



You Belong at University

Laura Palmour

Associate Director of Residences,
University of Southampton
(She/Her)

Our Vision

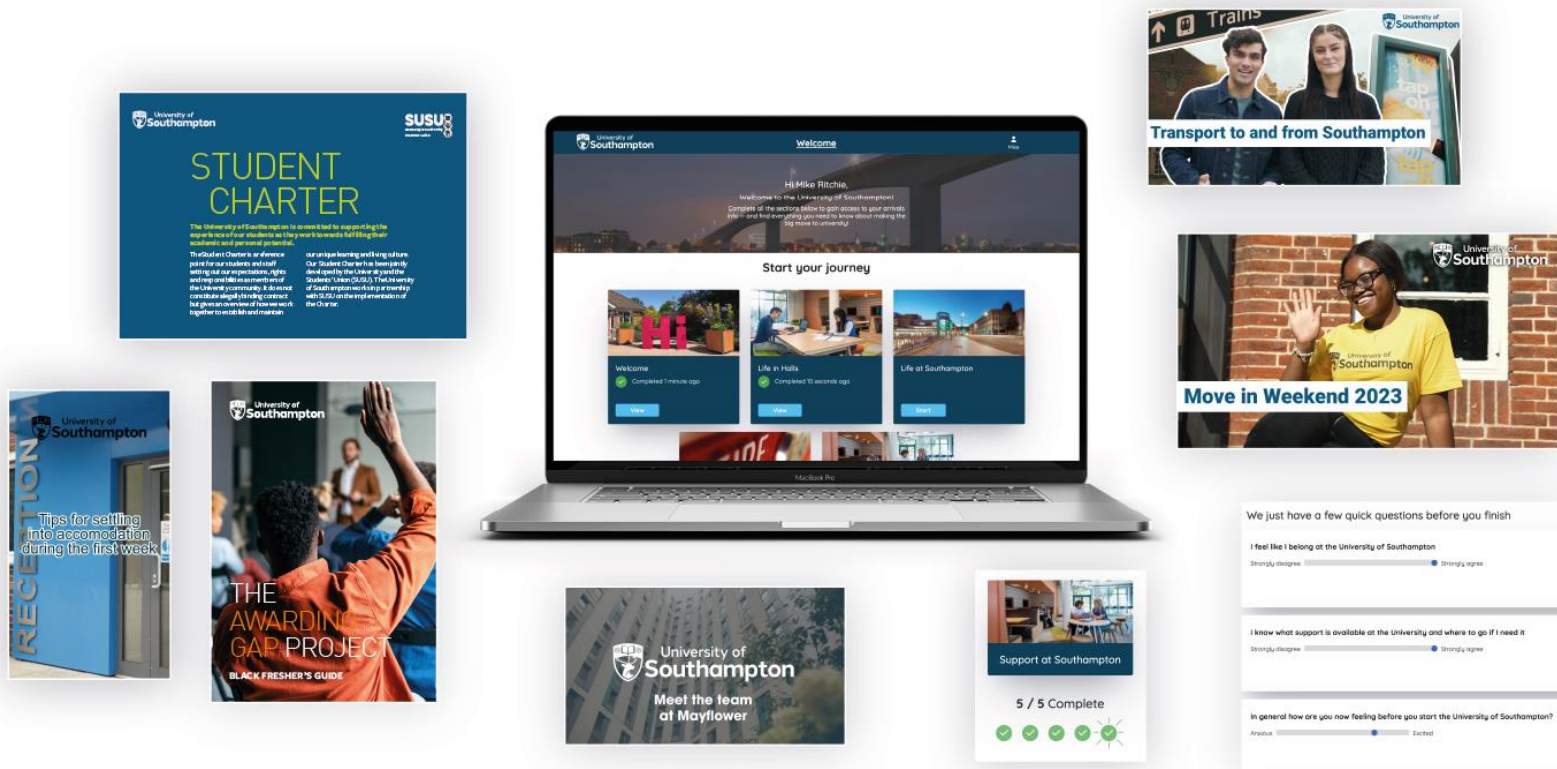
To champion inclusivity
and represent student
voices to help make everyone
feel like they belong at the
University of Southampton



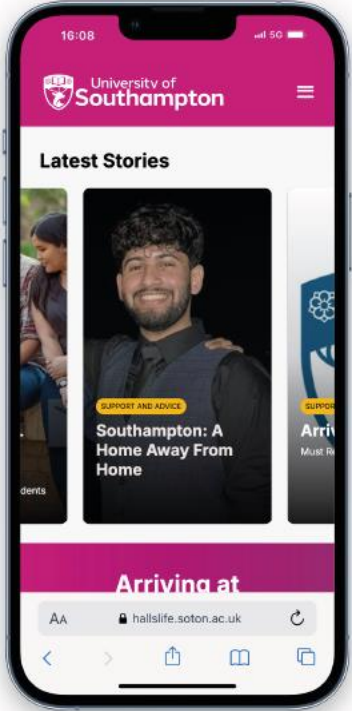
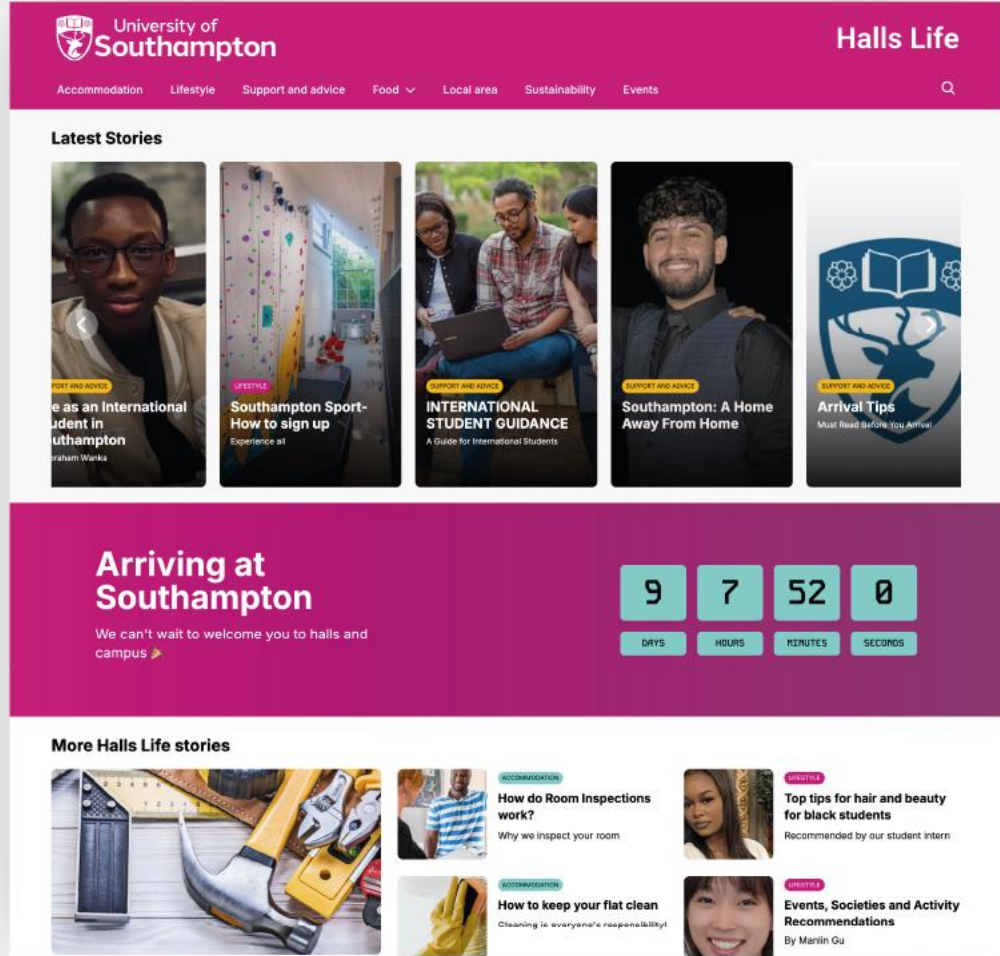


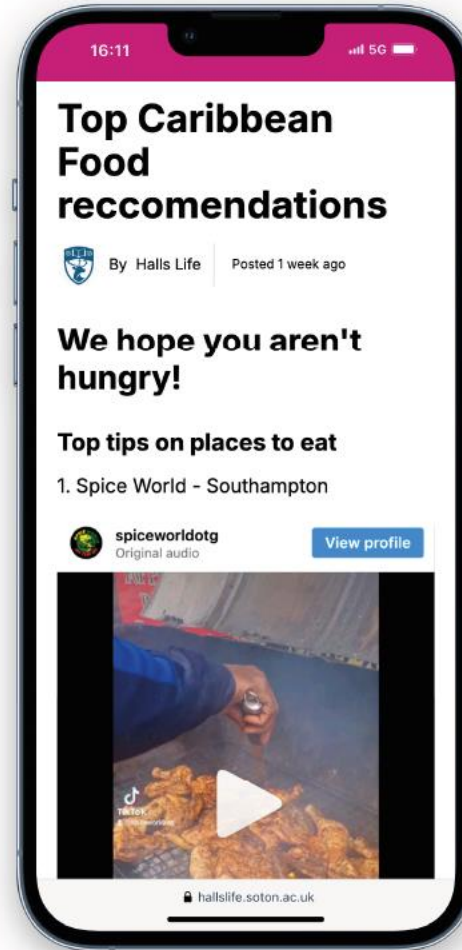
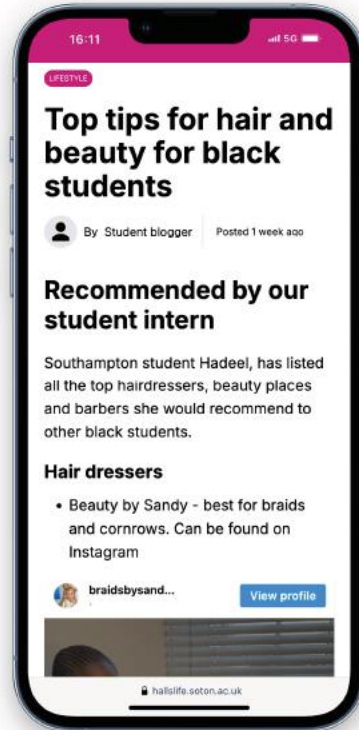
Mid-August

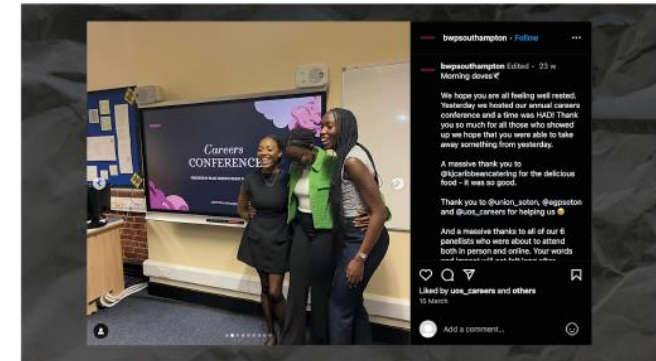




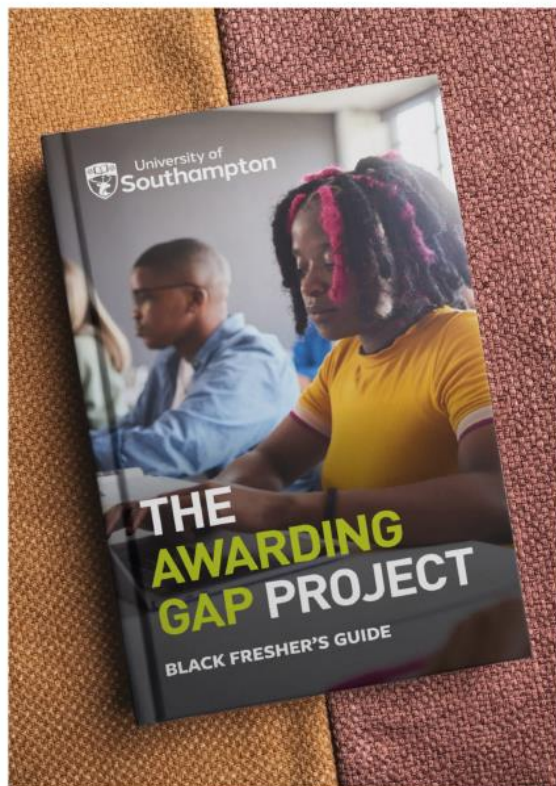
Early September







Mid-September

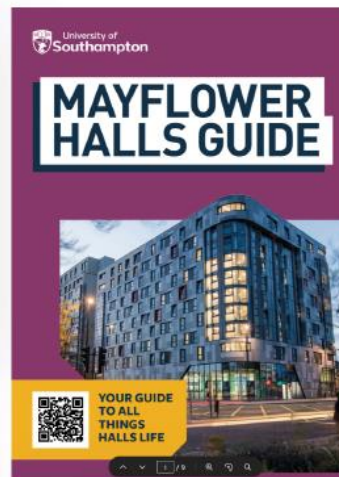
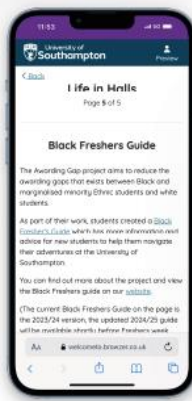


AWARDING GAP PROJECT

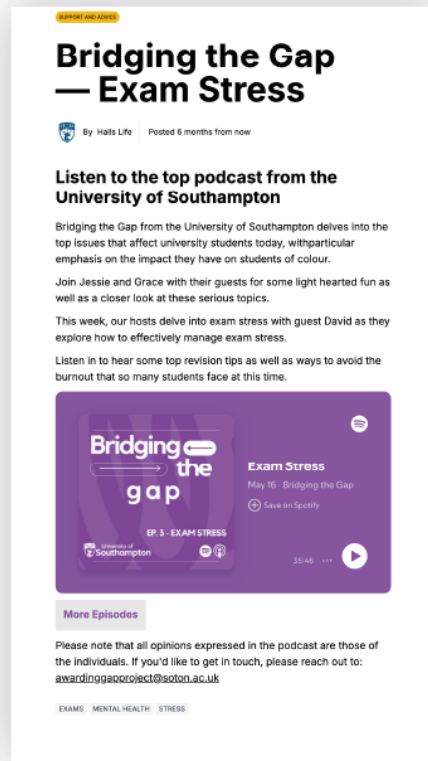
The Awarding Gap Project aims to reduce the awarding gap that exists between Black and white students. The project works with Black and minoritised ethnic students to improve the university experience for all.

As part of their work, students created a Black Fresher's Guide which has more information and advice for new students to help them navigate their adventures at Southampton.

Find out more and view the Black Freshers Guide



End of September



- Link up with existing external resources
- Extend reach
- Get more value from current assets

March / April





YOU BELONG
AT UNIVERSITY

unipol[®]

Unipol

Vic Peckitt

National Codes Complaints Investigator, Unipol
(She/They)

Who?

- Student Housing Charity – information and advice
- Accreditation – ‘The Codes’
 - Local accreditation schemes for ‘off-street’ properties
 - ANUK/Unipol National Codes for student accommodation accrediting 365,000+ bed spaces in the private sector and 45,000 in the University sector
- Training and Events
- Student Accommodation Provider – PBSA and ‘off-street’ properties



Accommodation

- Working with Accommodation Providers
- Training for Accommodation Staff
- Policies
 - DEIB policy
 - Bullying and Harassment Policy – refers explicitly to Racism
- Resources for Black Students
- Acclimatisation and integration
 - Staff briefings – Black History Month, African-Caribbean Societies

National Code

Training

- In-person DEIB training course launching this year
- On-line DEIB training modules for National Code Members
- Cultivating an inclusive complaints culture – handling sensitive issues such as discrimination and racism with care and consideration

Complaints

- National Code website – support for black students
- Complaints handling process – initiating honest conversations with people experiencing discrimination, prejudice or racism

The National Code of Standards – Review

- Focus on revising the Equality and Diversity section, exploring how to tackle racism





The University of
Nottingham

UoN Black Sport Collective (BSC)

Derrick Osaze
Black Student Sport Officer,
The University of Nottingham
(He/Him)

UoN Black Sport Collective (BSC)





What is the Black Sport Collective?

The Black Sport Collective is a group that helps bring together all Black Students at the University that are interested in sport and fitness at all levels, providing a support system to inspire and motivate them to excel.

What does the Black Sport Collective do?

- Organise regular events & activities
- Identify and signpost relevant programmes, campaigns and funding opportunities
- Build partnerships with organisations that will help to provide additional opportunities to Black Students
- Celebrate the achievements of Black Students within sport at the University of Nottingham



Why was the Black Sport Collective created?

- UoN Research revealed that Black Students felt like they could not be their authentic-self due to differences in culture (i.e. code switching) around non-Black Students
- Many Black Students on various occasions had experienced racism, discriminations and microaggressions (usually disguised in humour) within UoN sport
- Many Black Students don't feel a sense of belonging at UoN and that there is not enough adequate black student representation
- Black Students are more likely to join/attend a club or activity that there certain that other black students would be present



Reccomendations from UoN Black Students?

- Funding and scholarship opportunities for Black Students who want to engage in UoN sports
- More specific events and activities targeted at and for Black Students
- Increased representation of Black Students, celebrating their achievements all throughout the year and not just Black History month



Black Sport Collective



Kwakye

Black Student Sport Ambassador



Osaze

Black Student Sport Officer



Ambros

Black Student Sport Ambassador



Black Sport
Collective Team



The University of
Nottingham

BSC Events

- 'Know your History' BHM Event
- Real Talk (x4 times a year)
- Games Night (x2 times a year)
- Open Mic Night
- Ball & Awards Evening

Sports activities & initiatives

- Black Sport Icons BHM Display
- Just Play Fund
- BSC Does



BSC 2023/24 – IMPACT

63%

increase in the number of Black students engaging with UoN Sport programmes

85%

of engaged Black students said that they felt a part of the university community

98%

of Black students felt that they belonged at the university



BSC 2023/24 – IMPACT

Events/Initiatives

- REAL TALK x2: 120+ Black Students
- BSC DOES x2: 70+ Black Students
- GAMES NIGHT: 100+ Black Students
- BALL/AWARDS: 100+ Black Students
- BSC X ACS SPORTS DAY: 50+ Black Students
- BSC JUST PLAY FUND: 20+ Black Students

= 460+ Black students



Recognition

- BUCS Workforce Award
- BUCS EDITORS Award
- UON Vice Chancellors Award



UoN Black Students' Guide



Welcome to the University of Nottingham Black Students' guide for the 2024/25 academic year, brought to you by the Black Sport Collective (BSC) and the University of Nottingham.

This guide has been designed by Black students at the university to help new and returning students from Black backgrounds enhance and maximise their experience at the University of Nottingham.

- Included in the guide:
- Information on student services and support
 - Opportunities for Black students
 - Places of worship
 - Local Black businesses
 - Hair and beauty shops
 - Hairdressers and barbers
 - Supermarkets and groceries
 - Restaurant and food delivery services
 - Societies, entertainment and nightlife recommendations.

To simplify the navigation process, we have added QR codes that will take you to a Linktree that contains direct links to all the above. So look out for the QR codes on each page!

This is just a guide with some of our recommendations to get you started. It doesn't have everything, but we hope it will go a long way in making you feel welcome as a Black student here at the University of Nottingham.



Faith and worship

We understand that your university experience is more than just your degree. Getting involved in faith and worship both locally and on campus is a great way to meet new people from various backgrounds, who share the same belief system, in a welcoming environment.



Hair and beauty shops

We know how important it is to find the right hair and beauty products specific to the Black community. There are many shops and businesses in Nottingham and sell all the products we're familiar with.

Hairdressers and barbers

It's important that while at university we feel good. Part of that is looking good! So we've got you covered with some of our recommended Black hairdressers and barbers in Nottingham.

linktr.ee/unblackfresherguide



Supermarkets and groceries

Worried about where you'll plantain, yam, okra, rice, favourite seasoning? Worry no more, we've put together a recommended supermarket list. All the recommended supermarkets will also have Caribbean food and essential items.

Restaurant and delivery services (students)

Craving jollof rice, jerk, curry goat, oxtail or Afrobeats? We've compiled an extensive list of restaurants and delivery services that cater to all the above (and much more!).

Opportunities for students of Black heritage



Black Sport Collective

A group that helps bring together Black students, whether interested in sport or not, providing a support system to inspire and motivate them to excel.

- Join regular events and activities
- Access to relevant opportunities (internal and external)
- Be part of a collective that seeks to celebrate the achievements of Black students



Grit Black Leadership Programme - in partnership with Grit Breakthrough programmes



Personal development sessions for students of Black heritage.

- Grow your existing strengths to achieve, thrive and lead
- Connect with Black students
- Learn from each other in a safe space, facilitated by Black trainers

The Black Industry Connections and Empowerment Programme (BICEP)



Expand your professional networks, meet inspiring role models, and find employment in your university experience.

- Meet alumni and industry mentors
- Develop skills to support you through university and beyond
- Grow your social and professional networks

Societies

UoN is home to more than 300+ student-run societies and over 75 sports clubs. Additionally, many UoN societies or groups such as the ACS and BSC run regular events, to keep an eye out for them.

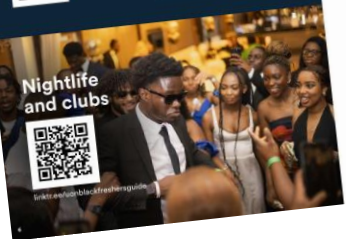


Entertainment

There is a wide range of activities to do in and around the city of Nottingham. Additionally, many UoN societies or groups such as the ACS and BSC run regular events, to keep an eye out for them.



Nightlife and clubs



The University of Nottingham

Black Leadership Programme (GRIT)

- Personal development sessions for students of Black heritage
- Help to grow their existing strengths to achieve, thrive and lead
- Connect with other Black Students
- Opportunity to learn from each other in a safe space, facilitated by Black Trainers

“The Grit workshop served as a catalyst for self-discovery, empowering me to take ownership of my narrative and embrace my innate power.



grit
breakthrough programmes



The University of
Nottingham

Black Industry Connections & Empowerment Programme (BICEP)

- Expand your professional networks, meet inspiring role models, and find empowerment in your university experience
- Meet alumni and industry mentors
- Develop skills to support you through university and beyond
- Grow your social and professional networks

“ I highly recommend joining. I expanded my network, learned from brilliant people, gained more self-confidence and I feel more ready now for my life after I graduate.





Black Students Support Group

- A safe space for students of African-Caribbean and mixed heritage, to reflect on mental health and wellbeing
- Sessions led by Black counsellors from the University Counselling Service
- Share and explore your experiences
- Develop coping strategies and build a supportive social network





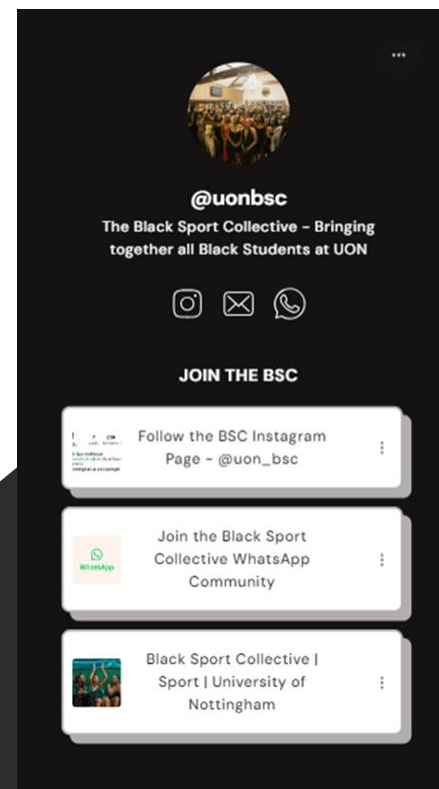
Derrick Osaze

Black Student Sport Officer

Derrick.Osaze@nottingham.ac.uk

07811780730

Department of Sport
The University of Nottingham



uon_bsc ▾ ●

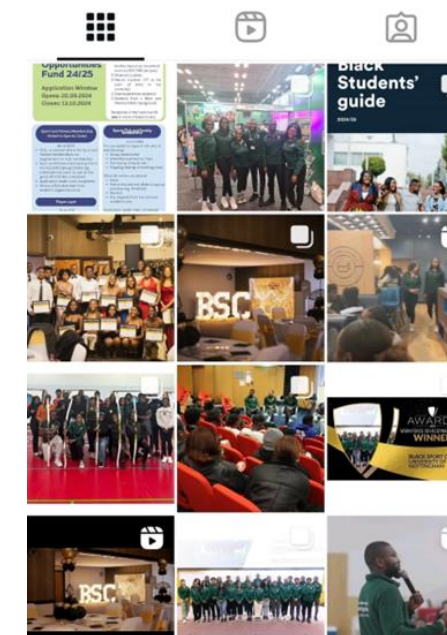


12 posts 364 followers 26 following

UoN Black Sport Collective
Official @uniofnottingham Black Sport
Collective #BSC
[www.nottingham.ac.uk/sport/get-active/...](http://www.nottingham.ac.uk/sport/get-active/)

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LIVING BLACK
AT UNIVERSITY

Q&A

Jenny Shaw

Higher Education External Engagement
Director, Unite Students
(She/Her)

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Workshops

1

Culture and
Collaboration
in Services

Izzy Watkins & Jenny Shaw

**DARWIN
SUITE 1**

2

Inclusive
Leadership

Melissa Browne
& Rebecca O'Hare

**DARWIN
SUITE 2**

3

EDI
Data Maturity

Tom White
& Tom Leach

**DARWIN
SUITE 3**

4

DEIB Strategic
Development

Sam
Kingsley

**DARWIN
BOARDROOM**

Please note all workshops will run simultaneously at 11:45 and at 14:00

Keynote

Amira Campbell
President, National Union of Students

PANEL

Life as a Black Student

Andy Owusu

PhD Candidate,
London South Bank University
(He/Him)

&

Izzy Watkins

Senior Programme Manager
(Student Space), Student Minds
(She/Her)

**student
minds**

Closing Remarks

Melissa Browne

Deputy Director of Commercial
Services and Estates, University of Kent
Chair Elect, CUBO
(She/Her)

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AT UNIVERSITY

Thank
you

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Equity*

