**Black, Asian, and Minority Ethnic (BAME) Staff Network**

**TERMS OF REFERENCE**

Purpose: *To offer support, boost confidence and enable professional success among BAME staff at all levels in a predominantly white workplace.*

**Aims:**

* + To provide a safe, confidential, and supportive environment for BAME staff in order to have open and honest conversations, share experiences and be heard without judgement.
  + To identify specific professional needs that enhance the chances of promotion and retention of BAME staff at the University.
  + Assist with policy development on BAME issues by providing advice and feedback to Human Resources and other relevant University committees.
  + To organise cultural events.
  + To encourage BAME staff to be proactive in bringing positive change that will make Warwick a great place to work for BAME staff members.

**Objectives:**

* + To increase understanding of how bias affects minority groups across the University.
  + To have a ‘seat at the table’ when the University makes decisions that have a direct impact on BAME staff.
  + To create a network of professional organisations that can assist staff with leadership and development from a BAME perspective.

**Membership:**

* Chair and/or Co-Chair to be appointed by the group. Chairs/Co-chairs will be rotated on an annual basis.
* Network and/or Social Secretaries can also be appointed by the group. They will also be rotated on an annual basis.
* Open to all staff who self-identify as Black, Asian, and Minority Ethnic.

**Meetings:**

* + To be held once per month to start with and then move to termly (via MS Teams).
  + If meeting face-to-face, rotate each meeting to a different location for those staff that work outside of Warwickshire.
  + To make any decisions, a quorate number of members must be present (number?).
  + To organise face-to-face social events on a yearly basis or when it is suitable for members to do so.