**Black, Asian and Minority Ethnic Staff Network Terms of Reference**

**Remit**

1. The Black, Asian and Minority Ethnic (BAME) Staff Network shall act as the representative voice of staff members within the University of Wolverhampton (University) who self-define as being Black, Asian or any other non-White ethnicity.
2. The BAME Network shall help to ensure the University meets the needs of BAME people by highlighting the views and needs of BAME staff members to senior leaders and internal service providers.
3. The BAME Staff Network shall be represented on the Equality and Diversity Working Group, Race Equality Action Plan Delivery Group, and any other relevant University committees, and its representatives shall regularly meet with the Vice-Chancellor.
4. The BAME Staff Network shall work with Human Resources and other University colleagues to develop and deliver initiatives to enhance the work experience of BAME staff members.
5. The BAME Staff Network shall work with Organisational Development and other University colleagues to develop and promote peer support and personal development opportunities to BAME staff members.
6. The BAME Staff Network shall work with the Equality and Diversity Unit and other University colleagues to organise activities and events to promote race equality, and raise awareness of BAME people’s unique experiences. This shall include supporting the University’s engagement with Black History Month, Asian Heritage Month, and other relevant festivals.
7. The BAME Staff Network shall work with all other Staff Networks and other relevant colleagues to ensure the unique challenges faced by those who experience multiple discrimination are properly considered and addressed.

**Membership** (see Leadership and Membership of Staff Networks for more information)

1. Only University Staff Members who self-identify as being Black, Asian or any other non-White ethnicity can become Full Members of the BAME Staff Network.
2. University Visiting Lecturers, Students’ Union Staff Members, Other Workers currently directly engaged with the University, and Former University Staff Members who self-define as being Black, Asian or any other non-White ethnicity can become Associate Members of the BAME Staff Network.
3. University Staff Members, University Visiting Lecturers, Other Workers currently directly engaged with the University, and Former University Staff Members who self-define as White can become Allies of the Network.

**Leadership** (see Leadership and Membership of Staff Networks for further information).

1. The BAME Staff Network shall be led by a Chair or two Co-Chairs, and two Vice-Chairs, who shall be elected by the membership and receive a workload allocation for their work in the role. Only Full Members of the BAME Staff Network can act as a Chair, Co-Chair or Vice-Chair.
2. Upon election, the Chair and Vice-Chairs may agree to convert their roles to Co-Chairs. This decision must be made unanimously.
3. The Equality and Diversity Unit may arrange for the appointment of additional BAME Staff Network Officers to address any instance of underrepresentation.

**Meetings**

1. The BAME Staff Network shall hold at least one members meeting every term.