

Minutes:	Full Title of Committee	
Confirmed	Meeting 3 of the academic year 2021-22	
Date / Time:	30th March 2022, 17:30-18:30	
Location:	MS Teams	
Chair:	Puja Subramanian (PS)	Role of Chair (Equality & Diversity Executive)
Attendees:	Nicole Sibanda (NS) Leonardo Venturi (LV) Amir Iqbal (AI)	LGBTQ+ Students' Representative International Representative Student

1. Welcome and Apologies for Absence **PS**

Apologies were received from Victoria Pulka.

2. Notifications of Any Other Business **ALL**

Drag Night Event Discussion.

3. Minutes from the Previous Meeting: **ALL**

The minutes of the previous meeting (08/02/2022) were confirmed by all present/by the majority present.

4. Inclusivity Employability Policy Vision **PS**

PS Discussed her recent proposal to host an Inclusive Careers Fair and how the event was cancelled. Discussed the proposal of embedding her Inclusive Careers Fair into university policy.

LV. Opened up about his experience as an international student at DMU in relation to employability and careers support. Gave support to the agenda and stated that he had nothing to add to the policy document.

AI: Commended the policy and offered support towards the policy.

NS: Stated that she shares similar views with LV and AI. Believes the policy to be a good addition.

Action [01] - AN

Agreed to undertake taking the proposal forward and take it to council and report back at the next meeting.

5. [Is the term BAME truly inclusive of all ethnic minorities?] **ALL**

- PS Opened up the agenda by describing BAME and asked attendees if they are aware of the BAME acronym.
- AI: Described how the term is used to lump ethnic minorities into one category in the UK.
- PS: Focused on how the acronym ignores certain minorities. Specifically mentions how Mixed, indigenous and white ethnic minorities exist.
- AI: Agrees with PS point and mentions how people from different heritage backgrounds are not included.
- PS: Discussed how the term BAME has been in headlines recently due to organisations removing the term. The UK government is mentioned by name as an example of an organisation that has removed the term.
- LV: Points out how he believes that the acronym is problematic and needs to be changed. Repeatedly mentions that he agrees that DSU should change the name to be more inclusive and could potentially come up with a new ground-breaking way to describe ethnic minorities.
- NS: Raised the point that she likes the BAME acronym but understands the points that LV and AI raised. Believes that language is being shifted but has concerns over changing the name due to broadness, and the fact that it could set a precedent for constant change within DSU. Uses the LGBT+ acronym as an example that could constantly change due to different ideas and beliefs.
- PS: Wants to address intersectionality in order to promote student voice. Especially, those who come from minority backgrounds. Mentioned the traveller community and how the term BAME might not represent them.

6. [Zone Members Election]

PS

- LV: Voiced the issue that DSU only showcases the executive officers on social media. Raises that lib officers often go ignored and should be more valued. Advertising/ visibility of the lib officers is a concern and no recognition is offered. More needs to be done within DSU. Mentions that he was not offered a formal opportunity to meet the other lib officers. People are not aware of lib officers or zones.
- PS: Agrees with the points raised by LV. Highlighted the point that lib officer roles are volunteering and only 8 hours a week in order to not strain the lib officers.
- AI: Believes that more can be done to expand lib officer's involvement and student engagement. Mention the NUS conference by name that is for lib officers all over the country. NUS national scale
- PS: Agrees with the points raised and reiterates AI point about doing more on a national level.

7. AOB:

ALL

- PS Mentioned the upcoming Drag Night event.

PS Closed the meeting.