

## Race, Ethnicity and Cultural Heritage (REACH) Staff Network

### REACH Terms of Reference

#### Values statement

Our staff network is an inclusive group of NTU colleagues passionate about raising the profile of issues of **race, ethnicity and cultural heritage (REACH)\*** at NTU and in our wider community. The group is underpinned by a shared commitment to the values of positive representation, informed engagement and the treatment of all individuals and groups with dignity and respect. We welcome and celebrate the cultural diversity of our membership and we are proud of our histories and cultures.

#### Membership

Membership of the REACH Staff Network is open to all members of staff who want to raise the profile of racial inequality and to celebrate the strengths and achievements of a diverse staff community, as part of a mutually supportive group.

The Network is currently coordinated by the Equality, Diversity & Inclusion Team with a view to the Network self-selecting a Chair, and other roles as appropriate, from amongst its members and becoming self-managed. The Network will continue to work closely with the Equality, Diversity & Inclusion Team.

#### Purpose

To advocate for issues relating to race, ethnicity and cultural heritage at NTU, providing a collective and influential voice for Black, Asian and Minority Ethnic (BAME) staff members, and supporting the university and wider community in furthering the equality agenda.

#### Aims

The REACH network aspires to achieve its purpose through:

**Support:** providing a forum for BAME staff to network and discuss issues of specific interest that have an effect on us, including signposting individuals to the right place if they have individual issues to raise;

**Education:** raising awareness of racial equality and cultural diversity at NTU;

**Celebration:** celebrating key dates in the race equality calendar and recognising the contributions and achievements of BAME people throughout local, national and world history;

**Consultation:** acting as a collective voice for BAME staff in relation to university policies, practices, data findings etc.

**Inspiration:** inspiring students and fellow staff to feel confident to progress in their careers, including seeing themselves in roles where BAME staff have traditionally been under-represented;

**Staying current:** creating space for discussion and engagement in response to current affairs;

**Community engagement:** developing relationships with appropriate community groups, in line with the NTU strategic action to play an active role in the social, cultural and environmental life of the City and Region.

#### \*Use of language

*Historically, these networks have been described by the umbrella term/s BME or BAME: 'Black (, Asian) and Minority Ethnic'. This is also the language of most data collection systems, and for ease of understanding it is used elsewhere in this document. There are [schools of thought](#) which find this terminology problematic, although we recognise and respect that people will have their own understanding of, opinion on, and meaning attached to different terminology. The founders of the REACH network came across the example of [ParliREACH](#), a staff network at Westminster, and were inspired by its breadth and inclusivity. We do acknowledge the continuing global debate about the use and meaning of the word 'race'. However, in [UK equality law](#) 'race' is the name of the equality characteristic which is afforded protection against 'racial' discrimination and/or harassment, and the Equality Challenge Unit's [Race Equality Charter](#) will become the key HE sector quality mark in this field. As such, the use of the work 'race' currently has strategic meaning and currency in moving forward the equality agenda.*