



Dear Race Equality Network Member,

We hope this finds you well as we look forward to the summer ahead. It has been a promising few months, during which the committee are pleased to have laid down some solid foundations for a sustainable network. The network's new name, the appointment of a network communications coordinator and a confirmed Terms of Reference document are all steps toward a well-equipped network with capacity to fulfil its objectives. Please find updates, news and events outlined below.

New Network Name

As you will be aware our new name is Race Equality Network. This name was selected by a large majority of respondents and received over two-thirds (68.7%) of votes. The other options received the following % of votes – Racialised Minority Network (5.2%), EmbRace (13.5%), BAME Staff Network (12.5%). We thank you for your participation and look forward to continuing to work towards creating a sense of belonging and providing a safe forum to network, socialise, share, question, challenge and receive support and advice in relation to race equality.

Good News



Firstly the REN committee very pleased to congratulate **Dr Kamal Munir**, Reader in Strategy and Policy at the Judge Business School and currently Race Equality Champion, on his [appointment as Pro-Vice-Chancellor](#) (University Community and Engagement). He take up this appointment from 1st Oct 2021, from Professor Ellis Ferran. We are truly delighted at this appointment.

The REN committee is also delighted to congratulate network Co-Chair **Franklin Aigbirhio** on his election as [Fellow of the Academy of Medical Sciences](#). Many congratulations Franklin on this wonderful and well-deserved accolade!

Reflecting on REC Action Plan - One Year On

Co-chairs Rabia and Franklin represented the network at the **Race Equality Charter - One Year On** event, this was an opportunity to reflect on what had been achieved so far and what remains to be done. As a result of the meeting we are pleased to have gained new network members and wish you a warm welcome. In case you missed the meeting a recording can be viewed [here](#).

Network Communications Coordinator

The network is pleased to announce the appointment of **Joseph Cotton** as the Network's Communications Coordinator. The aim of the role is to provide a variety of administrative, secretarial and organisational support for network in order to facilitate communications, operations and outreach.

Joe is currently the Communications and Outreach Coordinator at the Department of Sociology. He is also involved in the Decolonise Sociology Committee, the End Everyday Racism campaign, and the Black British Voices project.

Terms of Reference

The REN committee is pleased to have finalised the network Terms of Reference which outlines a clear framework within which it can work toward fulfilling objectives. The ToR also allows wider University to clearly view the network's position within the University as well as its aims. You will find a copy of the terms of reference document attached to this letter; it will also be published on network website.

Black History Month

The committee is planning Black History Month events focused on the idea of showcasing the diversity and possibilities of a black person in Cambridge University, to highlight that black people also thrive in Cambridge.

The committee is planning to showcase a variety of black staff across the university, giving them a platform to discuss what they do, how they came to work for the University, career progression (where possible), challenges and the positives. We hope that this event will highlight the great work being done by black staff members. We would like to host a range of black staff across all grade levels, within the University and therefore ask that interested black members of staff send their work profiles to our network email address (BAMEStaff@admin.cam.ac.uk).

Membership

Central to our Network aims is truly representing the university minority ethnic community and a key principle is that the ownership of the network lies with its members. The Race Equality Network's main goal remains to translate discussions into tangible actions to improve the experience of staff who self-identify as part of an ethnic minority at the University of Cambridge. We welcome engagement and support from colleagues from all backgrounds. Please do circulate this newsletter to others in your group/department/division/faculty who may be interested and encourage them to join. Further information about the network, including how to join, is available [here](#).

We are also keen to hear from members who are interested in **joining the committee**. Those who are interested in joining and have time and skills to contribute, please contact us via network email address.

Upcoming Meeting

We look forward to speaking at our upcoming network wide meeting on 23rd June 10.30am - 11.30am. If you have not yet registered, please do so [here](#).

We wish you a lovely week in the sun.

Best wishes,

University of Cambridge Race Equality Network Committee