**Hallam Students’ Union Policy**

**Policy Development Committee:** To be sent to November meeting.

**Union Council:** To be voted on.

**Subject:** Anti-Racist SU

**Approval Date:** To be voted on.

**Proposer:** Damilare Oyetunji & Aidah Shah

**Designated Officer or Rep:**

**Designated SU Team:**

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**Hallam Students’ Union Notes:**

1. Individuals from minoritized backgrounds have experienced disparities in the access and experience of education and employment, rooted in historical inequalities that persist today. These disparities have far-reaching and long-term consequences, ultimately impacting the well-being of students.
2. Whilst some progress has been made, society still consists of racial inequalities, which harbour barriers to success and imbalances in educational opportunities and overall outcomes. Students from minoritized backgrounds should not be subject to racial discrimination, microaggressions, and an inclusive and welcoming campus environment should be promoted. These issues affect students negatively and can hinder the progress of the Sheffield Hallam University (SHU) community.
3. We want to implement an Anti-racism Manifesto/policy that emphasizes zero-tolerance against racial discrimination and articulates a clear stance against all discriminatory practices within Hallam Students Union which will confront and rectify the pervasive issues that undermine the principles of equality, justice, and inclusivity within Student’s Union (SU). Although Hallam SU has been visibly working on projects that promote the interest of students/staff from minoritized race such as the creation of specific Black and Minority Ethnic (BAME) wellbeing support and ensuring that BAME students are reflected authentically around campus and in materials and promotions, there is still a need to have a holistic policy that will prompt the SU to do more than being passively not racist.

**Hallam Students’ Union Believes:**

1. A passive not-racist stance often entails a lack of proactive measures to address systemic issues. It may rely on the assumption that simply not engaging in overtly racist behaviours is sufficient, neglecting the need for active anti-racist initiatives. A passive stance risks undermining efforts to foster diversity and inclusion. Without intentional measures, the Student’s Union may inadvertently contribute to an environment that doesn't embrace the richness of diverse perspectives and experiences.
2. Racial discrimination perpetuates inequality and injustice, ultimately depriving individuals from minority backgrounds of equal access to resources, and a comfortable, inclusive university environment. An environment in which BAME students feel safe, respected, and valued will contribute to a more diverse, collaborative environment. Thus, taking active action to combat racism and discrimination is essential for the wellbeing of the members of the SHU community. Acting against racial injustice is not only important from a moral standpoint, but is also essential when working towards an equal, inclusive, and unified community – preparing students for success in a diverse and interconnected society.
3. Anti-Racist SU projects have been launched across the sector since the 2020 Black Lives Matter revival and can be seen as the sector’s response to student activism, with examples including "Rhodes Must Fall”, “Why is my curriculum White?”, and the Free Black University. The idea of the project is for the SU to do more than being passively not racist, and to instead commit the SU to action around anti-racism and resolve the organisation to continual improvement in race. The research into this work is fairly new, but so far there shows promise with these projects & BAME students' sense of belonging.
Students’ Unions that have commitments to anti-racism include Leeds, Manchester Met, Cambridge, Sussex, UWE & Birkbeck as well as Universities like Goldsmiths, University of the Arts London, Winchester & Bristol.

**Hallam Students’ Union Resolves:**

1. A passive not-racist stance in a student union can perpetuate systemic issues. The adoption of an anti-racism manifesto is crucial to actively address these issues, fostering an SU environment that is genuinely inclusive, equitable, and committed to the well-being of all students. A comprehensive anti-racism SU policy which outlines both expectations and procedures will be developed, ultimately reflecting the values of SHU as an institution. This will also aim to raise awareness and create a shared understanding of the issues at hand.
2. We are proposing a cultural shift within the SU – where anti-racism becomes a core value. An environment where all individuals feel accepted and included, and active intervention measures against racism are constantly implemented. By establishing an anti-racism manifesto, the SU is committing to actively address these issues head-on.
Increased education and awareness of various forms of racism, and their impact is a key element, equipping students and staff with the knowledge and tools to identify and combat racism, ultimately promoting a more inclusive community.
We are keen on the promotion of diversity and inclusion within the SU, allowing all members of the community to feel safe, equal, and accepted, regardless of background. This manifesto will also campaign for adequate support systems and resources – providing individuals with safe spaces to seek help and report any incidents.
3. An Anti- Racist SU manifesto will include:
· Implementing mandatory anti-racism training for all staff member and union members.
· Providing resources for self-education on anti-racist principles.
· Establish inclusive recruitment and promotion practices.
· Foster an environment that values diverse perspectives.
· Review reporting procedures for incidents of racism and consequences for incidents of racism.
· Creation of a centralized repository of anti-racism materials.

And may include (and is not limited to)
· Forums and discussions on racism and inclusion.
· Community-led initiatives promoting anti-racism.
· Periodic assessments of anti-racist initiatives.
· Feedback from the community on the effectiveness of strategies
· Establishing book clubs or discussion groups focused on anti-racist literature.
4. Although implementing a firm anti-racism approach requires ongoing dedication, consistent effort, and a commitment to continuous improvement as it is a legacy project, there is a need for the SU to have a set structure in place by building on the foundation that this manifesto provides.
5. We recognise that this is not simply a policy or a set of guidelines, but also a foundation to commit to creating a campus environment that is driven to work towards equality, justice, inclusivity, and the well-being of members of the SHU community. This commitment to anti-racism is a pledge to create a campus environment that actively addresses disparities, fosters genuine inclusion, and ensures that no student or staff member suffers the impact of racial discrimination. This is a commitment to the long-term well-being and inclusivity of both students and staff members.