

## **BAME Summit 2020: Leading Race Equality in Higher Education**

### **19 May 2020, Online**

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#### **Theme**

*This event has been revised to allow for online delivery during the current situation. The session format, timings and breaks have all been revised to try and offer the best environment for delegates while still offering useful input and networking to all.*

The 2020 Leading Race Equality in HE Summit will focus on how institutions develop senior leaders who wish to achieve systemic change around BAME staff progression and achievement in higher education. The summit will discuss what it takes to effectively lead this area of work both across and throughout an institution. Binna Kandola will once again be our keynote speaker and he will be focusing on the leadership skills and behaviours needed to effectively lead this work bringing in his 5 rules for leaders. We particularly want to consider leadership qualities for all leaders of this work whatever their gender, race and background as we acknowledge that many leaders within HEIs are still white and the majority are still white men. Recognising that while we want to change this we also need to work with the current HE leaders to ensure they are equipped and passionate about making the changes so that we do see more diverse leadership teams in the future as well as diversity throughout the HE sector.

The summit will consider the steps that institutions need to take to recruit, develop, motivate and value leaders who will achieve embedded, sustained, systemic change and ensure all progression opportunities are open to all. We will use our collective insight and experience to create a road map for change that will be shared with leaders across institutions.

## Programme

- 10.00am Online space open**
- 10.15am Welcome**  
Gary Loke, Director – Knowledge, Innovation and Delivery, Advance HE
- 10.20am Keynote Speaker**  
Binna Kandola, Partner, Pearn Kandola
- 10.40am Q&A**
- 10.50am University of Exeter – Case Study**  
Allies and Partnership - **Tinashe Verhaeghe, Linda Peka and Rachel Winzer**  
*Tina is one of the founders and current convenors of the BME Network for, students and allies at the University of Exeter.*
- 11.15am Break**
- 11.30am Thematic Workshops**  
*An opportunity to explore the actions that institutions need to take in order to develop leaders who are actively and effectively working to improve race equality.*
- The intention is to co-create a ‘road map for change’ document that will be shared with Vice Chancellors and senior leadership teams after the Summit. Each workshop will contribute to this by reflecting on the question “what actions do institutions need to take in this area (e.g. HR processes, learning and development etc) to develop leaders who are equipped to tackle racism and improve race equality?”*
- In order to identify those actions, facilitators might wish to explore the contribution currently being made to race equality, barriers to progress and interdependencies with other themes.*
- The workshops will have the following themes:*
- *HR processes (actions to improve recruitment and selection, performance management, promotion, talent identification)*
  - *Learning and development (actions to ensure that all staff in leadership positions are equipped to identify and address racial inequality)*
  - *Engagement, reward and sanction (actions to communicate expected leadership behaviours, value achievement and address poor performance)*
  - *Developing BAME leaders (actions to create effective processes that result in a greater diversity of leaders in the institution and in the sector)*
  - *Creating an inclusive culture (actions to embed race equity as a core value and lived reality in institutional culture)*
- 12.30pm Lunch Break**

- 1.30pm**      **Feedback from thematic workshops**
- 1.50pm**      **Keynote speaker**  
Lord Woolley, CEO, Operation Black Vote and Chair of the Race  
Disparity Unity Advisory Group
- 2.20pm**      **Closing Comments**
- 2.30pm**      **Close**