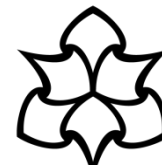




WELCOME TO
THE UNION

The Big Change

Shuab Gamote, Claire Hamshire & Alan Roberts



This is not about you as an individual being racist.

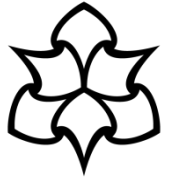


THE BIG CHANGE PROJECT



“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

— **James Baldwin**



Stages of the project



TRAINING



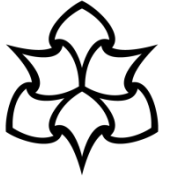
SELF
ASSESSMENT



THE
INTERVIEW



FOLLOWING
UP



Last Years Cohort

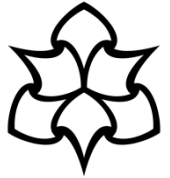
Students' Union

University Teaching Academy

Dept of Accounting Finance and Banking

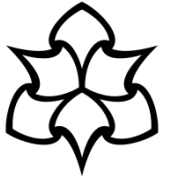
Widening Participation

Student Case Management



Our Current Cohort of Departments.

University Executive Group	School of Law	Dept of Life Sciences	Department of Social Work and Social Care	Careers and Employability
Manchester Fashion Institute	Dept of Psychology	School of Engineering	Dept of People and Performance	Library Services
	Dept of English	Dept of Strategy, Enterprise and Sustainability	Dept of Design	

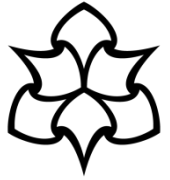


Commitments to Change

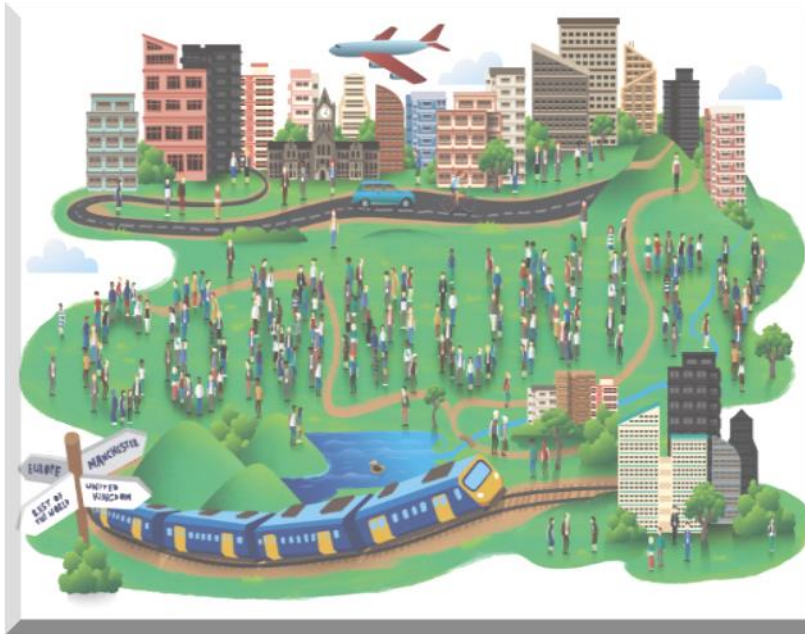
On Target to Have a Total of Seventy Commitments by the end of the Year

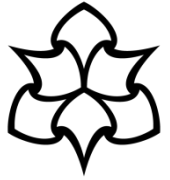
The Mandate to Lead

A Series of Small Changes Leading to Big Change

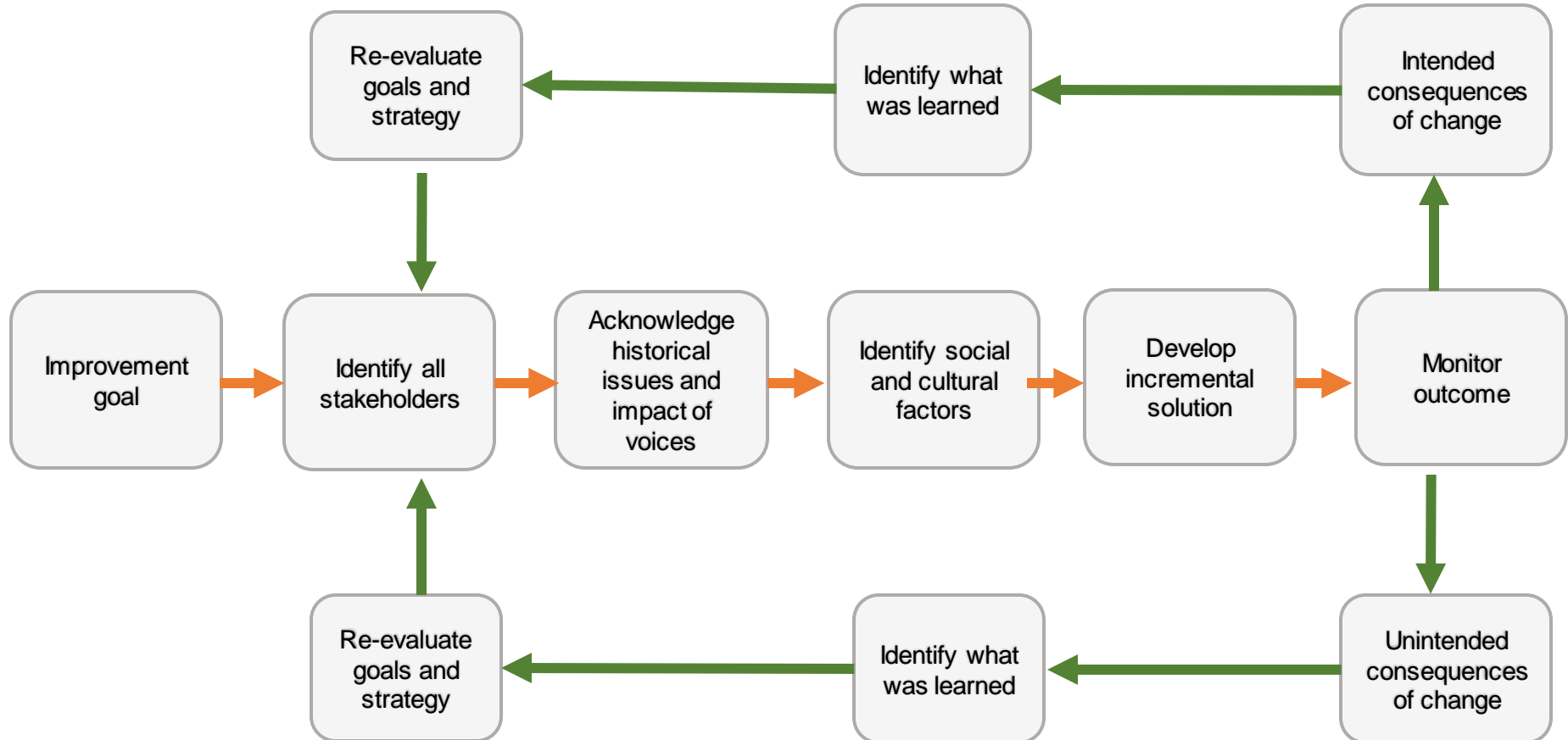


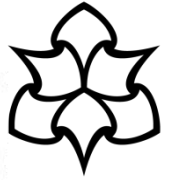
Inclusive Learning Communities





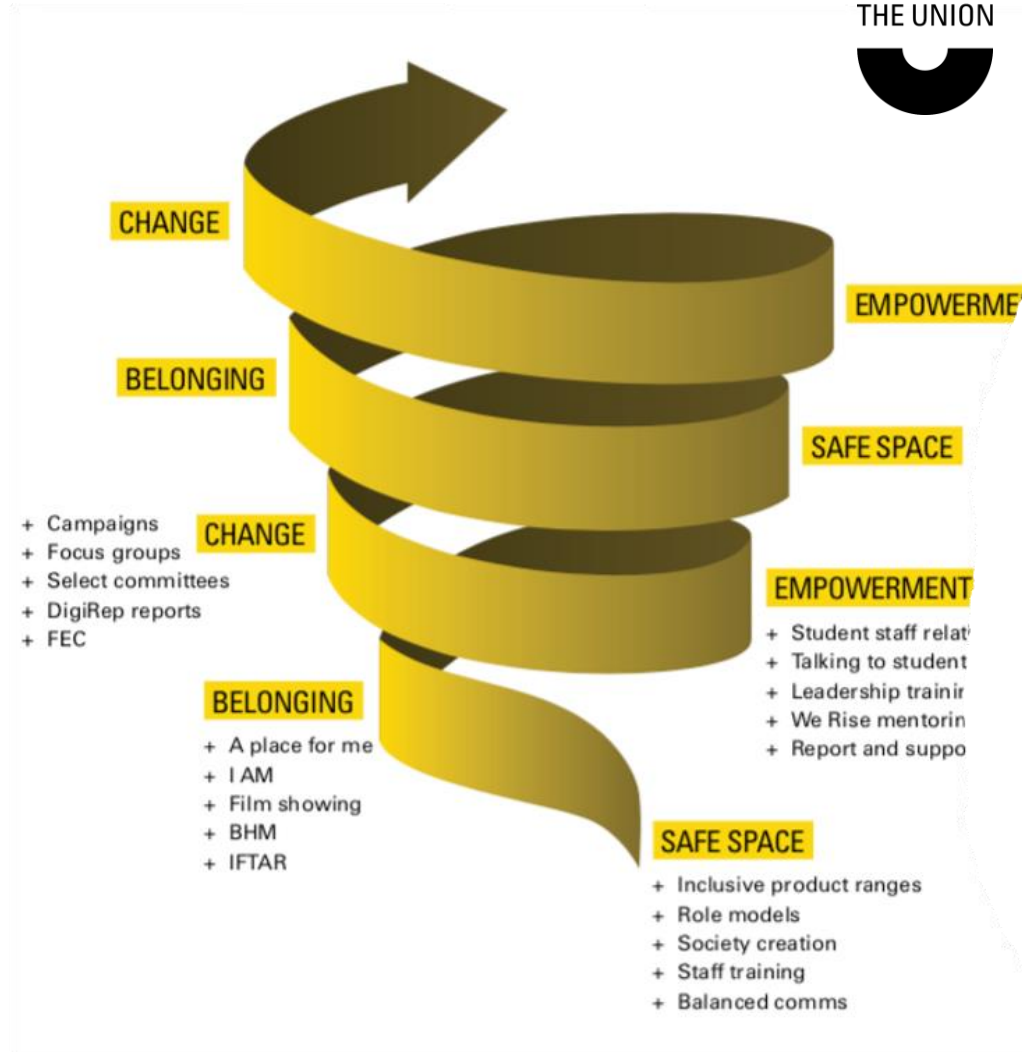
Wicked problem context

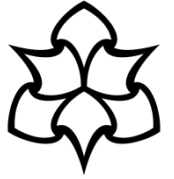




Objectives

- an upward spiral of enhancement, each building towards the other.

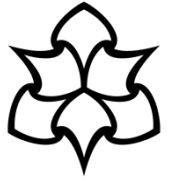




Participatory Action Research



- Select committee of the community
- Creating dialogue, understanding
- Those called need to be able to make commitments
- Lots of ideas, many will fail, all will create a sense of action
- The Action is in the repetition



Principles and process

- Trust and accountability
- Recruit panel, train in the process and in coaching
- Identify first participants, brief – no surprises.
 - **What do you know about the experience of BAME students in your area?**
 - **What has been tried that worked or failed?**
 - **What can we agree to try to do?**
- Repeat

