

"I'm caught between my sexuality and ethnicity"

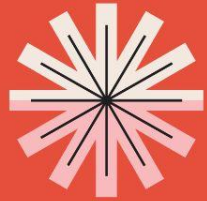
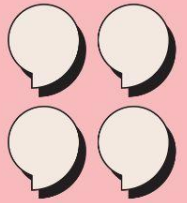
Exploring the Intersectionality of
BAME and LGBTQ+ Student
Experience at York SU



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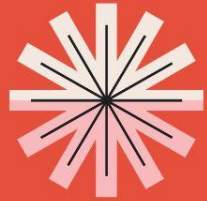
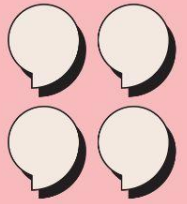
"I don't see the university recognising that my identity isn't static"

- Improve the way we interact with intersectional students and recognise their nuanced experience
- Showcase student voice in an authentic way and demonstrate representation without a assigned representative
- Demonstrate our commitment to working in partnership with students



"This is my existence of being queer and BAME"

- Created a project built on principles of partnership and co-production
 - Accepting that students have an equal value but not equal responsibility to deliver
 - Accepting silence as an appropriate response
- Created opportunities for student to input in empowering and safe environments
- Focus activities to share lived experiences and build communities



**Racism &
Queerphobia**

**BAME Queer
Attainment**

**Belonging &
Alcohol**

Healthcare

**Union Policy:
Accountability &
Inclusion**



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Recommendations

01

Becoming a Third-Party Hate Crime reporting centre

02

Hiring diverse mental health practitioners at Open Door

03

Change language around welcome and introduce more non-drinking events



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Recommendations

04

Greater accountability, scrutiny and transparency of Union policy

05

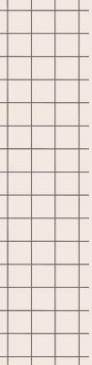
Create an annual Student Development Fund

06

Create a Student Inclusion Officer role within student group committees



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What haven't we managed to do?

No progress on becoming a third-party hate crime reporting centre

No plans to create an individual Student Inclusion Officer role on each committee



What have we done so far?

Worked with the University to hire a BAME practitioner

New 'Welcome Week' branding

Liberation strand of welcome activities such as:

- Self Care Fair
- Crafternoon
- Games night
- Brew and Book nights

Created a £3000 Development fund

Ran EDI awareness training for all student leaders and continuing to work with our opportunities team to provide training and support for student groups

Redesigned our PTO system and Officer group and developed SUMmit, Equalities committee and Academic Committee



Thank you

For further information contact:

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