

BH 365:
For this Year and For Every Year

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Arts and Culture Manager
Canterbury Christ Church University



Illustrations of African Scholars who studied at St Augustine's College in Canterbury in the late 19th C.

Commissioned by CCCU for Black History Month 2020 based on the research of Dr Ralph Norman.

Works created by CCCU alumni Bex Glendining.

KEY FACTS

15,000+
STUDENTS

72% FULL TIME 25% BAME STUDENTS
28% PART TIME 13% DISABLED STUDENTS

1,800
STAFF

3 FACULTIES

MEDICINE, HEALTH AND SOCIAL CARE
ARTS, HUMANITIES AND EDUCATION
SCIENCE, ENGINEERING AND
SOCIAL SCIENCES

MAJOR EMPLOYER AND BUSINESS

£596M IMPACT ON UK ECONOMY

£535M IMPACT ON SOUTH EAST ECONOMY

£134M TURNOVER

332 APPRENTICESHIPS

QUALITY AND REACH

TEACHING EXCELLENCE:
SILVER TEF

GRADUATE EMPLOYMENT:
**IN THE TOP 10 FOR
GRADUATES IN WORK,**
AMONG LARGE UK UNIVERSITIES

REGIONAL AND
GLOBAL IMPACT

WORLD-LEADING RESEARCH



LOCATIONS



CLOSING OUR GAP:
BLACK HISTORY 365

Black History Month...

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Black History Month...

CLOSING OUR GAP

Closing Our Gap is a strategic response to Canterbury Christ Church University's Attainment Gap that particularly affects our Black students. Initial aims for CCCU are:

- To reduce the non-continuation gap between black and white students
- To reduce the attainment gap between black and white students
- To reduce the graduate employment gap between black and white students

CLOSING OUR GAP

Actions to address the institutional attainment gap have included:

- The appointment of a Strategic Lead for Closing Our Gap: Mary Makinde, Senior Lecturer, Forensic Sciences
- The establishment of the Closing Our Gap Steering Group co-chaired by Deputy Vice-Chancellor Helen James and Mary Makinde
- The development of a strategic framework through co-creation with staff and students that includes a detailed roadmap of activities to address racial inequalities in our professional culture, curriculum, and community

CLOSING OUR GAP
BLACK HISTORY 549

Black History Month...

BLACK HISTORY 365 FOCUS

Raising Black
Voices

Educating on
Race and
Racism

Building
Community

BLACK HISTORY 365 EVENTS



Mr. Ricky Benjamin

Capability Manager at TSB Bank and as a BAME Network co-chair involved in the organisation's response to the Black Lives Matter movement



Dr. Shardé M. Davis

Assistant Professor in the Department of Communication at the University of Connecticut and the creator of the hashtag #BlackintheIvory



Ms. Veronic Wright

Senior Legal Officer with the United Nations Investigative Team for Accountability of Crimes committed by ISIL/Da'esh (UNITAD)

BLACK HISTORY 365 EVENTS



Mr. Kumi Naidoo

Former Secretary General for Amnesty International and internationally recognised advocate for human rights, gender equity, economic justice and environmental justice.



Dr Roberta Babb

Registered Clinical Psychologist and Registered Forensic Psychodynamic Psychotherapist who discussed how racial injustice affects the mental health of BAME students.



Black, Asian and Minority Ethnic students.

Join the BAME Student Netw



Chat with us

BLACK HISTORY 365 CAMPAIGNS

📷 Top Posts > Likes



Black Lives Matter. We're asking our Black students and staff to take part in the #CCCUBH365 IMatter campaign. ▶ Post a photo on your social with a sign saying IMATTER ▶ Use the hashtag #CCCUBH365 and tag us @canterburyccuni (Save the selfie frame via stories now & on the BH365 highlight) We celebrate and recognise the invaluable



Black yesterday, Black today, Black tomorrow. Black Lives Matter. Calling all Black students & staff to take part in the #IMATTER campaign. Post a picture with a sign saying 'I MATTER' and share the hashtag #CCCUBH365 and tag @canterburyccuni October may be over, but we won't stop celebrating the Black community, history & culture. This year, we're taking a more



By pledging to ally, you show your commitment to tackling racism and working towards a society in which diversity is celebrated and racial inequalities is eradicated. As an ally, you have the opportunity to support individuals from the Black community and use your voice alongside theirs but not instead of. We encourage our students and staff to take part.

Allyship and **I Matter** campaigns were created to build community, belonging and support. **Allyship** pledges were made by non-Black staff and students (accompanied by training).

I Matter posts were created by Black students and staff and amplified to reinforce their importance and value in the University's community.



Mimi O
@Mimi_O_8

Replying to @CanterburyCCUni

Great to see the University I'm doing my Diploma in Education and Training sharing good content around [#BlackHistoryMonth](#)

7:30 PM · Oct 2, 2020 · Twitter for iPhone

1 Like



CCCU_StaffRecruitment @CCCU_Jobs · Oct 17
As part of Black History 365 at CCCU, the HR&OD team are proud to join other staff members in pledging to be allies to support individuals from the black community and use our voices alongside theirs but not instead of. [#CCCUAllyship](#) [#CCCUBH365](#) [#BlackLivesMatter](#) [#CCCUStaff](#) [#CCCUJobs](#)



1 retweet 5 likes



Jake Forecast @J_Forecast28 · Oct 28
I am making a stand against racism and pledge to the [#CCCUBH365](#) by attending sessions and workshops. It is important to use our voices to make awareness [@CanterburyCCUni](#) [#ClosingOurGap](#)



5 retweets 12 likes



Dr Ann Price @AnnPriceCCCU · Oct 22
[#CCCUBH365](#) [#ClosingOurGap](#)

CLOSING OUR GAP: BLACK HISTORY 365
I pledge...

- to give respect to all regardless of race or ethnicity.
- to take positive action to prevent racial discrimination of any kind.
- to take responsibility for helping to create a positive and inclusive learning environment in which diversity is celebrated.
- to educate myself and others on race and racism.
- to stand up against racism.

[#CCCUBH365](#)

2 likes



@OMOTANWAADENIKE · Nov 16
[#CCCUBH365](#) [#BlackLivesMatter](#) [#imatter](#) [@CCCUNursing](#) [@NicolePollock01](#) I stand against discrimination, be kind whenever it is possible because we are all humans.



1 retweet 3 likes

CLOSING OUR GAP:
BLACK HISTORY 365



I am an Ally...

CANTERBURY CHRIST CHURCH UNIVERSITY



CANTERBURY CHRIST CHURCH UNIVERSITY

#CCCUBH365



Vice-Chancellor Rama Thirunamachandran

BLACK HISTORY 365 – ACTIONS PLANS

Colleagues were encouraged and supported to create action plans for Black History Month and anti-racism plans within their academic and professional areas. These plans detailed areas of research and learning, and tangible immediate, medium and long term goals.

These plans have led to concrete outcomes (e.g. the creation of a BAME student internship within the Sustainability team) and also embeds anti-Black and anti-racism work within departmental operations.

BLACK HISTORY 365 – ONLINE SPACE

Online Activities benefits included:

- Engagement with students and staff across the campuses, not just Canterbury
- The anonymity of the online audience enabled staff and students to ask vulnerable questions during live events about how speakers managed institutional racism and their lived experience
- Created a bank of resources for staff and students to access in their own time; particularly helpful for our Black students currently on placements in Allied Health Professional fields.

BLACK HISTORY 365 – BENEFITS OF A WHOLE YEAR

Expanding our Black History Month activities across the year has had a number of benefits including:

- Reinforcing the importance and high-profile nature of this work, its place in the Closing Our Gap framework, and the ongoing need to tackle anti-Black racism.
- Celebrating the contributions of Black staff and students all year
- Facilitating conversations with external speakers for events outside of the month of October
- Supporting intersectional events (e.g. for LGBT+ History Month)
- Enables forward planning for 2021 and time to evaluate and embed good practice

LOOKING FORWARD



2019 Black History Month Banner

2021 may see the return to more familiar on-campus activities. In 2019, Black History Month was celebrated through exhibitions, one public lecture, screenings, and a Black-History inspired menu in our on-campus catering facilities.

LOOKING FORWARD – QUESTIONS TO CONSIDER

How do these activities translate to an on-campus experience? What parts of the online programme might we retain next year?

How can our cultural programming better reflect the diversity of our students?

How can we support our students to develop and run their own events? What barriers will they face? How can we dismantle them?

LOOKING FORWARD – PLANNED APPROACH

- Continue to feature high profile speakers throughout the year on online platforms to enable wider participation
- Encourage all programmers within the University to include Black History events within their activities (in October and beyond)
- Support BAME Staff and Student Networks in producing events through logistical assistance and financial contributions
- Encourage external cultural partners to diversify their programming

WHITE ALLYSHIP

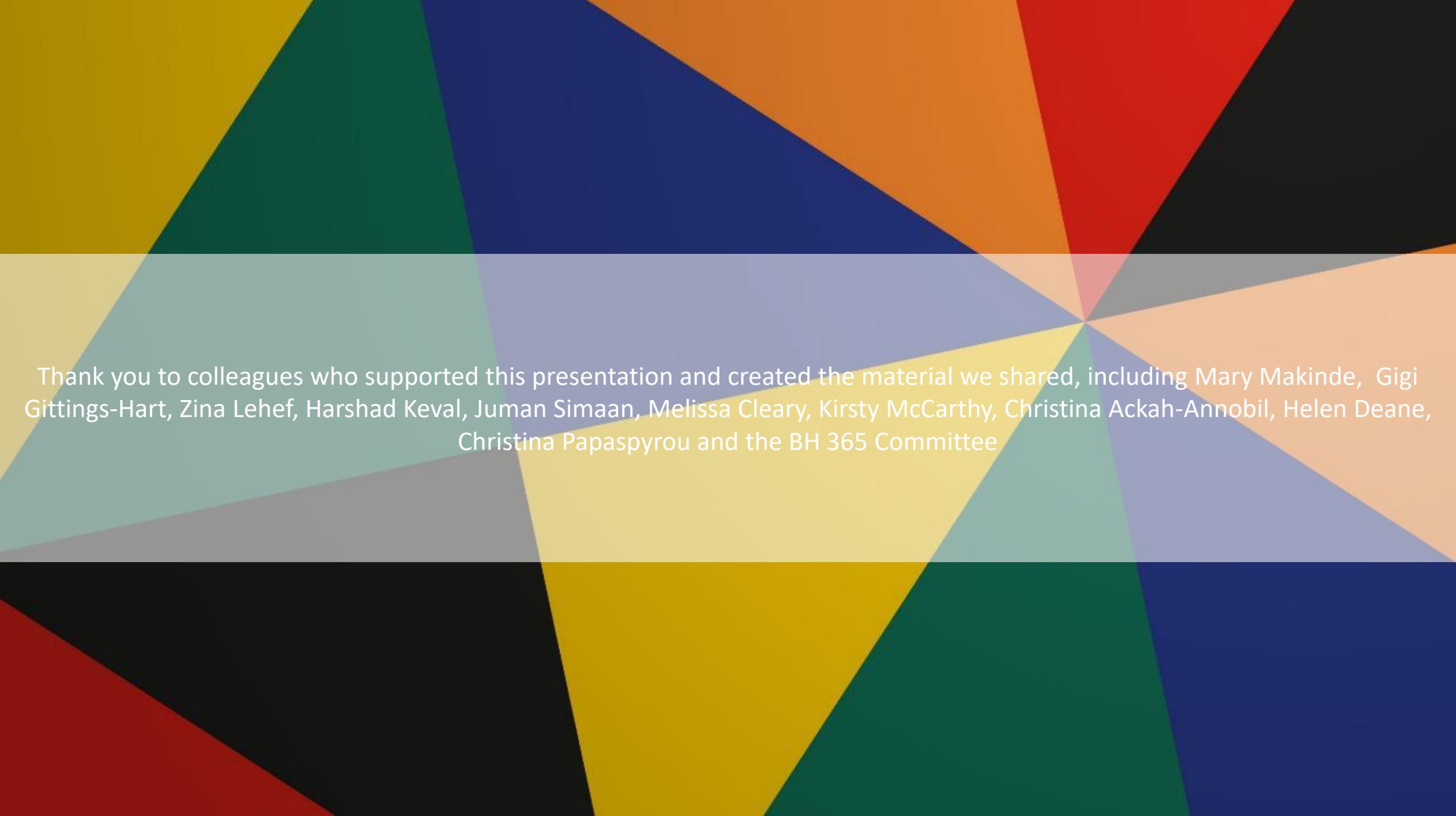
Some Approaches to Consider:

- Do not attach timelines to anti-racism work that requires collaboration and co-creation. Do not assume your priorities and the right priorities. (And do not attach metrics or the outcomes of anti-racist activities to your own development or appraisal plans.)
- Find ways to minimise your gatekeeper status if you control budgets and/or programme events and activities
- Support the anti-racist institutional work that is already being done by colleagues from minority ethnic backgrounds through administrative and practical tasks. Do not seek leadership roles; take meeting minutes if required. Be of service.

THINKING ABOUT ANTI-RACISM WORK IN CULTURE

A final note: there are different considerations for curriculum decolonising and anti-racism work in a University's (extra-curricular) cultural programming.

Creating new cultures takes time in order for the events and activities to be meaningful for the creators and the participants.



Thank you to colleagues who supported this presentation and created the material we shared, including Mary Makinde, Gigi Gittings-Hart, Zina Lehef, Harshad Keval, Juman Simaan, Melissa Cleary, Kirsty McCarthy, Christina Ackah-Annobil, Helen Deane, Christina Papaspyrou and the BH 365 Committee