



Andrew Griffiths
Planning & Business Intelligence Officer

“I was proud to join the teams working on the REC, recognising some of the racial inequalities that might be held within the institution. My hope is that we can start to use data and modern practices to regularly monitor our performance and respond to noticeable discrepancies. Ultimately, the goal is to cultivate an environment for students and staff to thrive in which isn’t hampered because of an individual’s race. Outside of the RECSAT and data, I’m part of a poetry collective, and always on the lookout for new music.”

Angelo Weekes
SU Representation Manager



“I am SU’s RECSAT representative and vice-chair of the Teaching and Learning subgroup. As SU Representation Manager at City, I lead on the delivery of the student representation structures and liaise with University on its Quality Assurance and Enhancement processes, so, I am keen to support of the process of assessing how race equality is considered across City’s teaching and learning practices. My hope is that City’s RECSAT’s application is successful and the resulting actions to advance race equality are completed. I am currently a governor at a secondary school and a primary school. I am Wellbeing lead at the primary school and vice-chair of the secondary school committee.”



Annika Ranga
IT Project Manager

“My role in the REC is as Co-Vice Chair of the Professional and Support Staff sub-group. I am interesting in the REC, as having worked as a woman of colour in various IT departments at different Universities, I have seen a lack of diversity in both senior and middle management, where there are a lack of schemes and support to help people of colour work our way up the professional ladder. Now, as a women of colour who works in middle management within HE, I want to help make sure our voices and experiences are heard, and we’re representing in all areas consistently. An interesting fact about me is that I previously worked as a journalist for The Independent and Evening Standard Newspapers, before I made the change to work in IT.”

Catherine Gowers
Student Communications Officer



“I work as part of Student and Academic Services and Marketing and Communications teams to share information and opportunities with students to support their student journey from pre-arrival to Graduation. I chair the Marketing and Communications sub-group for RECSAT, working with colleagues to develop and implement plans to support and embed the REC process. Having been involved in the Athena SWAN process at a previous institution, I’m delighted to be part of the REC application process, as I think it’s another key area of EDI which should be at the front of people’s minds. The principles of race equality are extremely important to me, and I hope the process will help us understand as an institution the areas we’re doing well in and highlight those which require improvement. Outside of work I love trying out new and exciting restaurants, particularly those I’ve seen on cooking shows (which take up a lot of my time) or abroad, combining my love of food and holidays.”

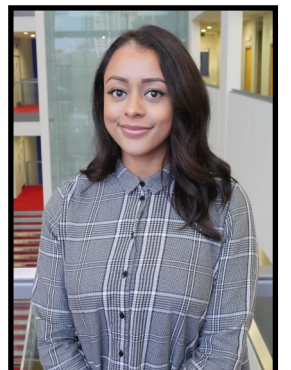


Dr Dom Davies
Lecturer

“I’m a Lecturer in the English Department in the School of Arts and Social Sciences (SASS) here at City. I represent SASS on the RECSAT, I’m vice-chair of the academic staff sub-group, and co-Chair of the Student Attainment Project Management Group. To date, my research has focused on colonial and postcolonial literature, and histories of the British Empire, and I have done work with colleagues in English around “decolonising the curriculum”. For me, this research and teaching content must be coupled with institutional practice, and I’m therefore deeply committed to advancing racial equality across the university in any way that I can.”

Helen Langley
Co-Chair of City’s Network for Racial Justice, Directorate Operations Manager, Student & Academic Services

As Co-Chair of City’s Network for Racial Justice (NRJ), I hope that the REC will drive true change as envisaged by the NRJ which ensures that City is a place where all students and staff, regardless of their race, can thrive, exist free from discrimination and see themselves in positions of seniority and leadership. In my spare time I can be found watching football and cricket or spending time with family and friends.



Jack Kilker
Student Equality & Diversity Officer

“I am the Student Equality & Diversity Officer at City based in Student & Academic Services. My job is to design, manage and advise on equality, diversity and inclusion (EDI) projects focused on the experience and outcomes of City’s students, and to work on student issues within broader EDI projects at City. I’m really passionate about how we take the conversations, discoveries and plans that we make through the REC and use them to create an equitable and inclusive environment for people of all ethnicities to thrive at City. I project manage City’s degree-awarding gap project, so I’m especially interested in how this work can align with the REC. In my spare time I’m a big book worm, gin-drinker and proud parent to houseplants!”



Dr Jenny Mbaye
Co-Chair of City's Network for Racial Justice, Senior Lecturer in Culture and Creative Industries

I am the Co-Chair of City Network for Racial Justice (NRJ). It's a privilege to co-lead this group of professionals with whom I share a passion for justice and equality, as well as a commitment to seriously challenge persisting racial inequalities within HEI. It is my hope that the work of RECSAT will both support and foster NRJ's demands for City to become a genuinely progressive educational institution where POC staff and students are equally able to thrive as their white counterparts. On days I am not seeking to dismantle the oppressive power structures of this institution, I research on capacity-building and governance and engage with both international and local policy-makers of cultural and creative sectors.



Dr Jessica Jones Nielson
Associate Dean People & Culture for SASS

"I lead on City's RECSAT as the Academic Co-Chair. It is a privilege to support and work amongst colleagues who are equally committed to addressing racial inequalities in HEI. It is my hope that this work is fundamentally prioritised within City to achieve racial equity. On days when I am not addressing challenges to social inclusion through my service and research, I love to run."

Dr Kavita Powley
Race Equality Manager

"I leapt at the opportunity to lead on the Race Equality Charter. I see the REC as an important vehicle, driving City on a journey of learning, accountability and appreciation for our brilliant and diverse student population. I hope it will enable us to create tangible and positive improvements in race equality, empower staff and students and inspire them to become leaders in their own right. I am an avid creative writer and won a national writing competition at Channel 4 which led to a writing contract for television, where I successfully increased more diverse storylines and diversified actors on-screen."



Michael Jannetta
EDI Officer

"I developed a keen and enthusiastic interest in equality, diversity and inclusion whilst studying for my postgraduate degree at the University of Edinburgh. Since commencing my role as Equality, Diversity and Inclusion Officer at City in 2018 I have enjoyed working on a range of equality and diversity projects. Having the opportunity to work with and learn from a diverse range of colleagues from different backgrounds is my favourite aspect of my role. I am passionate about equality, diversity and inclusion and I hope that the Race Equality Charter and other race equality initiatives at City will help to create a more inclusive culture and community."

Michelle Rosalind Corleta Ellis
Strategic Practice Lead, Nursing and Midwifery

"I am the Chair of the RECSAT Student-Pipeline sub-group. My role is to provide leadership and management of the data provided for the student component of the RECSAT submission. I champion and promote the principles of the Race Equality Charter within my School and across City University of London. I am committed and passionate about addressing the needs of students and staff and hope that the RECSAT will enable the principles of race equality to be afforded to all students and staff. I am the co-lead for the SHS Race Equality Group. My research interests also align with the principles, ensuring that health inequalities and the public health needs of black children are addressed. I am a mentor for black young people in my local borough through Black Minds Matter youth leadership programme."



Phil Gilks
Co-Chair RECSAT / Students' Union Chief Executive

"I was pleased when I heard that City was going to be applying for the Race Equality Charter as it meant they were serious about creating real change. Throughout my life I have learnt so much from hearing the lived experiences of colleagues, students and my own family about the lack of race equality across society and I want to help ensure City is making a positive contribution to changing this. It is an honour to get to work with such a dedicated team from across City and the Students' Union on RECSAT and I look forward to seeing what is collectively achieved."

Richard Ashcroft
Deputy Dean of City Law School

"I am School lead for equality, diversity and inclusion. I am also Professor of Bioethics, and have published widely on ethics in healthcare and biomedical research. I take a close interest in social justice, particularly in connection with health and disability. I want us to set the standard as a truly inclusive university, where our diverse staff and student body can achieve their full potential. When it's sunny, I like to watch cricket; when it's not I like to read."





Sandra Brown
Equality, Diversity and Inclusion Manager

“I’m passionate about Diversity and Inclusion and want to affect real and transformative change at City - with regard to race equality for all. I am a mentor with the Windsor Fellowship supporting BAME graduates.”

Sarwan Singh
Senior Lecturer

“I sit on RECSAT and on its Academic Sub Group as the UCU trade union representative. My motive for being part of City’s REC application was the desire to see the enhancement of BAME staff within the institution and a closing of the attainment gap for students. City University has a multicultural and diverse student population located in the centre of an urban metropolis. Yet this is not reflected in the senior management teams, academia, and governance of the University. This is simply untenable in 2020 in one of the most cosmopolitan capitals in the world and change needs to happen. I am a senior lecturer in the Law School and trained as a Barrister. I teach on the Bar Professional Training Course. I am a season ticket holder at Spurs and play a hand drum in a Brazilian Samba Reggae band.”



Dr Sionade Robinson, FRGS
Associate Dean People and Culture, Business School

“I’m an Associate Professor of Education in the Faculty of Management at Cass Business School. I research explorers, exploration and expeditions looking for insights into leadership and value creation. One element I emphasise is that almost every familiar “great feat of exploration” depended - as a matter of life or death - on the skills, knowledge and often care of indigenous peoples. Those stories have rarely been told. I believe exploration is a shared enterprise where success requires diversity and for this reason I’m privileged to serve with terrific colleagues on Race Equality at City. I’m also looking forward to my next expedition in January 2021, when I will be joining an international crew rotation in a simulated MARS habitat.”

Dr Sumsun Naher
Senior Lecturer

“Policies alone are not enough to build an inclusive workplace. Implementing race, equality and diversity in the workplace entails many challenges. SMCSE serves a student and staff population that is highly diverse culturally, ethnically, and socially. As a School, we need to recognise that we need to do more to increase the proportion of women students and staff. The action plan developed from the Athena SWAN application will enable us to better develop and sustain our process and practice around REC to foster an open and supportive environment for all students and staff. Reading and practicing on ‘innovative teaching practices’ is one of my hobbies.”



Professor Susannah Quinsee
Professor of Learning and Teaching Development and Director of Learning Enhancement and Development

“I am Project Sponsor on the Student Attainment Project and I would like to know more about what we can do to engage BAME students and staff in improving student attainment for all. How we can understand their experiences and work to overcome challenges. I want to be able to listen and learn, and find out where we have good examples of practice already. I am always interested in making and creating and try to bring this into my work, I love playing with Lego!”

Professor Zoe Radnor
Vice President of Strategy & Planning and EDI

Zoe is a Professor of Service Operations Management at City’s Business School. Zoe’s research interest is in performance and process improvement and service management within public sector organisations. Zoe is a Fellow of the British Academy of Management (FBAM) and the Academy of Social Science (FAcSS). Zoe’s interest in REC is championing the Team in making a timely submission and celebrating the achievement of a bronze award. Zoe would like see many of the changes as a result of the excellent work sustained and built upon across the University. Zoe is a keen baker and a dab hand at tapestry!

