The BAME Careers Conference was held on Tuesday, 12th March 2019 at the University of Hertfordshire. The event was led by the BAME advocates, who were supported by the Widening Access and Student Success Team, Careers and Employment, School of Humanities and Hertfordshire Business School.

129 students attended.
Where did the idea come from?

“I know that careers offices in other universities put on BAME careers events, but we didn’t want to do that.

I – and the other BAME advocates from the Schools of Education, Business and Law – felt that for this to work, it had to be created by students for students because we had unique insight, which staff didn’t, into our aspirations.”

Cage Boons, BAME Advocate
Meet the Advocates involved......
BAME STUDENT ADVOCATE

• Name: CAGE BOONS
• School link: HUMANITIES & JOINT HONOURS
• Specialist skills:
  • UNDERSTANDING BME STUDENT EXPERIENCES
  • REPRESENTATION OF BME STUDENTS
  • SPEAKING WITH STAFF ABOUT BME ATTAINMENT
  • CRITIQUING CURRICULUM FOR INCLUSIVITY
  • RACE EQUALITY PROMOTION

Personal Philosophy: "Genius is one percent inspiration and ninety-nine percent perspiration". - Thomas Edison

Email: BMEadvocate.Humanities@hertfordshire.su
BAME STUDENT ADVOCATE

Name: CHIKELUE CHIKE-OBUEKWE

School link: ENGINEERING & TECHNOLOGY

Specialist skills:

UNDERSTANDING BME STUDENT EXPERIENCES

• REPRESENTATION OF BME STUDENTS
• SPEAKING WITH STAFF ABOUT BME ATTAINMENT
• CRITIQIUNG CURRICULUM FOR INCLUSIVITY
• RACE EQUALITY PROMOTION

Personal Philosophy: "Injustice anywhere is a threat to justice everywhere"- Martin Luther King Jr

Email: BMEadvocate.Engineering@hertfordshire.su
BAME STUDENT ADVOCATE

Name: DANECIA BARRETT

School link: CAREERS AND EMPLOYMENT

Specialist skills:

• UNDERSTANDING BME STUDENT EXPERIENCES
• REPRESENTATION OF BME STUDENTS
• SPEAKING WITH STAFF ABOUT BME ATTAINMENT
• CRITIQUING CURRICULUM FOR INCLUSIVITY
• RACE EQUALITY PROMOTION

Personal Philosophy: "Step out of the history that is holding you back. Step into the new story you are willing to create. Know what sparks the light in you. Then use that light to illuminate the world.” - Oprah Winfrey

Email: BMEadvocate.Law@hertfordshire.su
BAME STUDENT ADVOCATE

• Name: EMMANUEL KANU
• School link: EDUCATION
• Specialist skills:
  • UNDERSTANDING BME STUDENT EXPERIENCES
  • REPRESENTATION OF BME STUDENTS
  • SPEAKING WITH STAFF ABOUT BME ATTAINMENT
  • CRITIQUING CURRICULUM FOR INCLUSIVITY
  • RACE EQUALITY PROMOTION

Personal Philosophy: "Change will not come if we wait for some other person or if we wait for some time. We are the ones we’ve been waiting for." - Barack Obama

Email: BMEadvocate.Education@hertfordshire.su
BAME STUDENT ADVOCATE

Name: EMMANUELLA OWUSU-BROBBEY

School link: LIFE & MEDICAL SCIENCES

Specialist skills:
UNDERSTANDING BME STUDENT EXPERIENCES
• REPRESENTATION OF BME STUDENTS
• SPEAKING WITH STAFF ABOUT BME ATTAINMENT
• CRITIQUING CURRICULUM FOR INCLUSIVITY
• RACE EQUALITY PROMOTION

Personal Philosophy: 'There will be obstacles. There will be doubters. There will be mistakes. But with hard work, there are no limits' - Michael Phelps

Email: BMEadvocate.LMS@hertfordshire.su
BAME STUDENT ADVOCATE

• Name: JENEVA HUTCHINSON
• School link: CAREERS AND EMPLOYMENT
• Specialist skills:
  • UNDERSTANDING BME STUDENT EXPERIENCES
  • REPRESENTATION OF BME STUDENTS
  • SPEAKING WITH STAFF ABOUT BME ATTAINMENT
  • CRITIQUING CURRICULUM FOR INCLUSIVITY
  • RACE EQUALITY PROMOTION

Personal Philosophy: "The real opportunity for success lies within the person and not in the job" - Zig Ziglar

Email: jh18ady@herts.ac.uk
BAME STUDENT ADVOCATE

Name: LATEEFAT KAREEM
School link: BUSINESS SCHOOL
Specialist skills:
UNDERSTANDING BME STUDENT EXPERIENCES
• REPRESENTATION OF BME STUDENTS
• SPEAKING WITH STAFF ABOUT BME ATTAINMENT
• CRITIQUING CURRICULUM FOR INCLUSIVITY
• RACE EQUALITY PROMOTION

Personal Philosophy: Better to try and fail than never to try at all

Email: BMEadvocate.Business@hertfordshire.su
Keynote speaker – Dawid Konotey-Ahulu

• Qualified in 1987 as a barrister of Lincoln’s Inn, subsequently spending sixteen years as an investment banker.

• In 2006, he left the industry to set up Redington, a City firm advising large institutional pension funds and insurance companies.

• In 2009, Dawid set up mallowstreet, which is now the established specialist online community for the UK pensions and savings industry.

• Most recently, he founded Partnership for Change, a collaboration platform that combines fintech, healthcare technology, ed-tech and sustainability.

• A Governor of the University of Hertfordshire!
The people who are crazy enough to think they can change the world, are the ones who do.

*Steve Jobs*
Alumni Panel
Workshops

- Communicating your unique value
- Marketing your personal brand with LinkedIn
- Securing job offers
- Finding the right career
Employer Networking
Who attended?

- 41% of attendees were in their final year of study
- 86% of attendees identified as BAME
- Of those who completed an evaluation survey, 26% stated that they started their course aged 21 or older
- 33% commute to university
- 41% of attendees were from Hertfordshire Law School
Attendees by Ethnicity

- 24% Asian/Asian British
- 55% Black/Black British
- 9% Chinese
- 5% Mixed
- 5% Other Ethnic Background
- 2% White
- 0% Prefer not to say
Attendees by Academic School

- School of Computer Science: 24%
- School of Creative Arts: 7%
- School of Education: 4%
- School of Engineering and Technology: 4%
- Hertfordshire Business School: 3%
- Hertfordshire Law School: 1%
- School of Humanities: 41%
- Unknown: 16%
42 students completed a post event survey:

<table>
<thead>
<tr>
<th>Session</th>
<th>Number of attendees (%)</th>
<th>Usefulness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keynote from Dawid Konotey-Ahulu</td>
<td>37 (88%)</td>
<td>100%</td>
</tr>
<tr>
<td>BAME Professionals Q&amp;A Panel</td>
<td>36 (86%)</td>
<td>100%</td>
</tr>
<tr>
<td>Securing job offers</td>
<td>35 (83%)</td>
<td>100%</td>
</tr>
<tr>
<td>Marketing your personal brand with LinkedIn</td>
<td>18 (43%)</td>
<td>94%</td>
</tr>
<tr>
<td>Finding the right careers</td>
<td>20 (48%)</td>
<td>95%</td>
</tr>
<tr>
<td>Your personal brand: communicating your unique value</td>
<td>21 (50%)</td>
<td>100%</td>
</tr>
<tr>
<td>Employer networking</td>
<td>32 (78.5%)</td>
<td>93.5%</td>
</tr>
</tbody>
</table>
Feedback

- 100% of attendees were satisfied with the BAME Careers event
- 93% felt that they had gained new skills
- 78.5% felt more confident meeting new people and employers
- 90.5% are confident about using the skills they’ve gained
- 98% felt that the event had a positive impact on their student experience
- 80% feel more confident thinking about their future after graduation
Feedback

“It was an amazing event. The speakers were motivational, and the workshops were informative. Also the photographer was a very nice addition to the event.”

“I was able to connect with the sessions provided due to the fact is was directly aimed at my demographic and [featured] people that spoke [and] looked like me and understood the struggle of being a black person in a predominantly white society/industry.”

“This event has made a positive impact in the lives of BAME students, it's an absolute necessity.”

“I was very happy and everyone was helpful and friendly. I wasn’t feeling too motivated at uni but now I feel like I am.”

“I am currently on my way to The London Book fair in hopes of networking and getting my foot into the door of the publishing industry and this event has given me the confidence to speak to different potential employers. Flawless event from start to finish and I cannot wait to attend many more like it. It made me proud to be a black female student at the University of Hertfordshire.”
Improvements

“Very happy with the event, however, could have been a more diverse range of employers. Not just black but more Asians and other minorities.”

“Great event but could have had employers and speakers from other minorities as they were mainly black. I also expected more employers at the networking event.”

“A lot of thought was put into this event. I believe that the speakers were great. My feedback is the creative version of this for poets etc.”

“I spoke of the event afterwards to students and friends but many were unaware it was happening/had happened - I think if it was promoted or advertised a bit more there would have been more attendees, which is great for you but also the students as I know three people who would have really benefited from it!”
Organising the first BAME Careers event was an extremely rewarding experience. We were able to offer an opportunity for BAME students to meet BAME Alumni who have been on the same journey they are on now. The idea was for them to be inspired by their achievements and be driven to make big strides towards their futures and life after University. The fact that the event was organised by students brought greater awareness to the BAME Student Ambassador role and also put us in position to champion the event. I formed relationships with lots of students and was able to grow my network. I derived satisfaction from being able to share my knowledge and experiences with other students and provide any mentoring support. It was a terrific event and I am so glad to have been a part of the process. I am so grateful that the University (especially the Student Success Team) supported the initiative and provided the resources to make it happen. One of the challenges we faced was getting low confirmation numbers from students, especially as the timing of the event clashed with lecturers. Thanks to a resilient last minute push from the team, we had a great turnout. I can not wait for an even bigger event next year!

Lateefat Kareem, BAME Advocate, Business School
Organising the BAME Careers Event was a very positive experience although at times stressful and time consuming. It was amazing to work with others who were so passionate about creating an event that would enable BAME students to included and inspired. As advocates we were our own little focus group bouncing ideas of each other but also sharing our experiences working in our different schools. There were issues that we could all agree on with regards to BAME students e.g. awareness and students coming forward for help. Working with staff was a positive experience. I believe that the student staff collaboration was key to the success of the event as they made us feel comfortable to express our ideas but also taught us a lot about managing a project. I believe our primary research (talking to students explaining the kind of event we wanted to create and gaining their insight on what they believed would be helpful for them) really shaped what we included especially with regards to the parallel sessions which had very positive feedback.

Why we wanted to do it and what we gained

We wanted to do it to inspire students and build community. As a First year law student I personally felt that there were so many gaps in the line of where I was to where I wanted to be at the end of my degree and beyond. It was important to show students examples of those from the BAME community who have gone before to let them know that anything is possible but also to provide them with practical skills that would help them work towards their future. This is what the parallel sessions were about. I believe that: finding the right career, securing job offers and personal branding were very good session that would not only make students more proactive about their futures but also give the skills to do so.

As an advocate I gained a lot from working on this project. I gained a vast array of news skills as well as developing on skills i already had. Time management was a skill that I improved on greatly as I had to balance my studies, my roles within the university and working part time. Other skills include: team work, Communication, Problem solving and technical skills. I look forward to being a part of the team for this event again and making it bigger and better.

Danecia Barrett BAME Advocate, School of Law
Watch the video