



BAME Careers Event 2019

BAME

**BLACK ASIAN AND
MINORITY ETHNIC
CAREERS EVENT 2019**

**BUILDING ASPIRATIONS,
MEETING EXPECTATIONS**

**LED BY
STUDENTS
FOR
STUDENTS**

(devised by your BAME Advocates)

For students in Business,
Education, Humanities and Law.

Sessions:

- Finding the right career.
- Securing job offers.
- Your personal brand.

Meet potential employers and diversity schemes.
Meet successful BAME industry professionals.
Have your professional headshot taken.

**TUESDAY 12 MARCH
12:00-18:00**

200 spaces, to book visit:

<https://www.careerhub.herts.ac.uk/>

**WESTON AUDITORIUM,
ATRIUM AND FOYER,
DE HAVILLAND CAMPUS**

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
- CRITIQUING 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@herfordshire.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

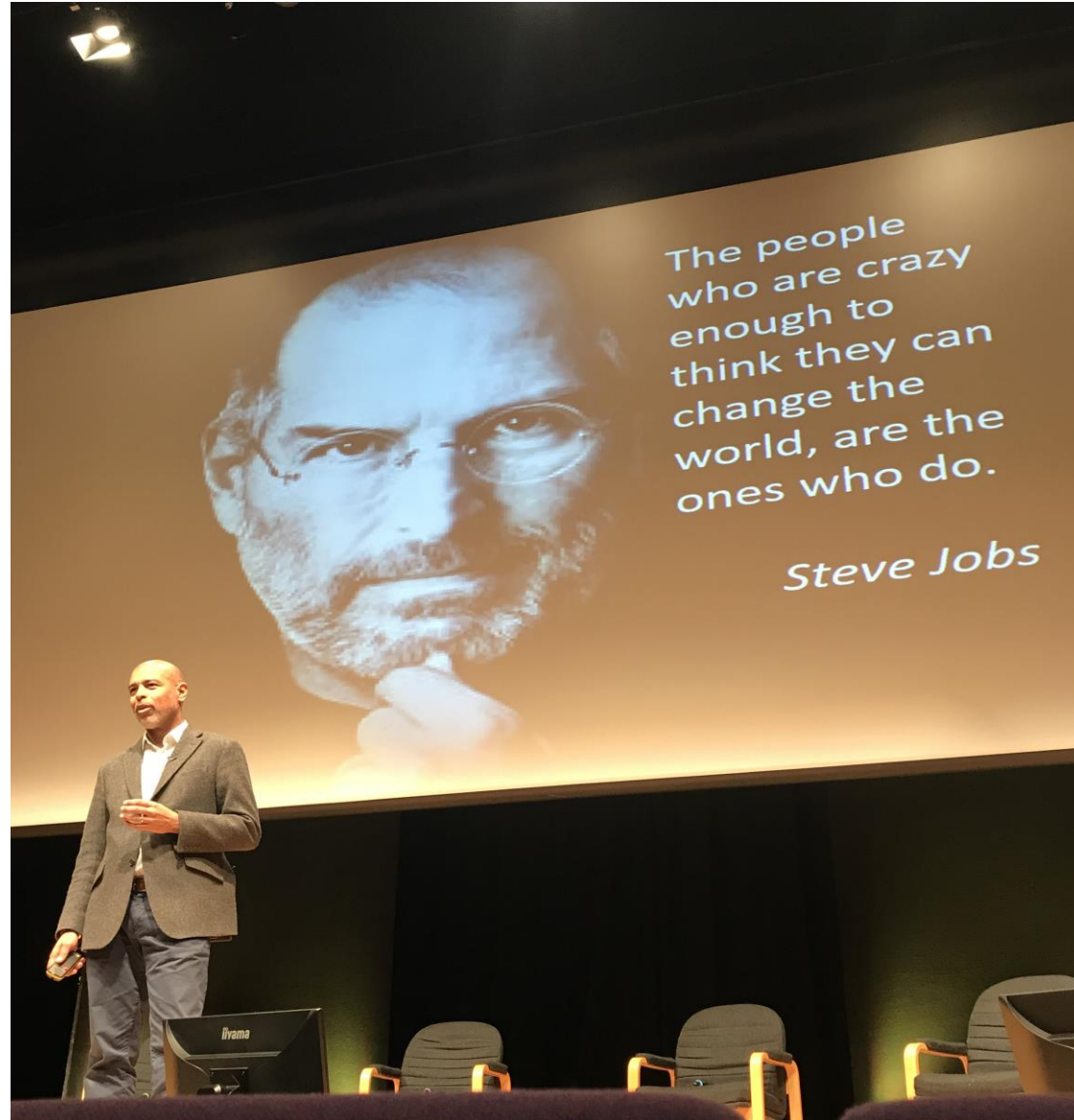


Email: BMEadvocate.Business@hertfordshire.su



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

ED INTO A PRIZE DRAW TO WIN £50 ODEON VOUCHERS!



Workshops



Communicating
your unique value



Marketing your
personal brand
with LinkedIn



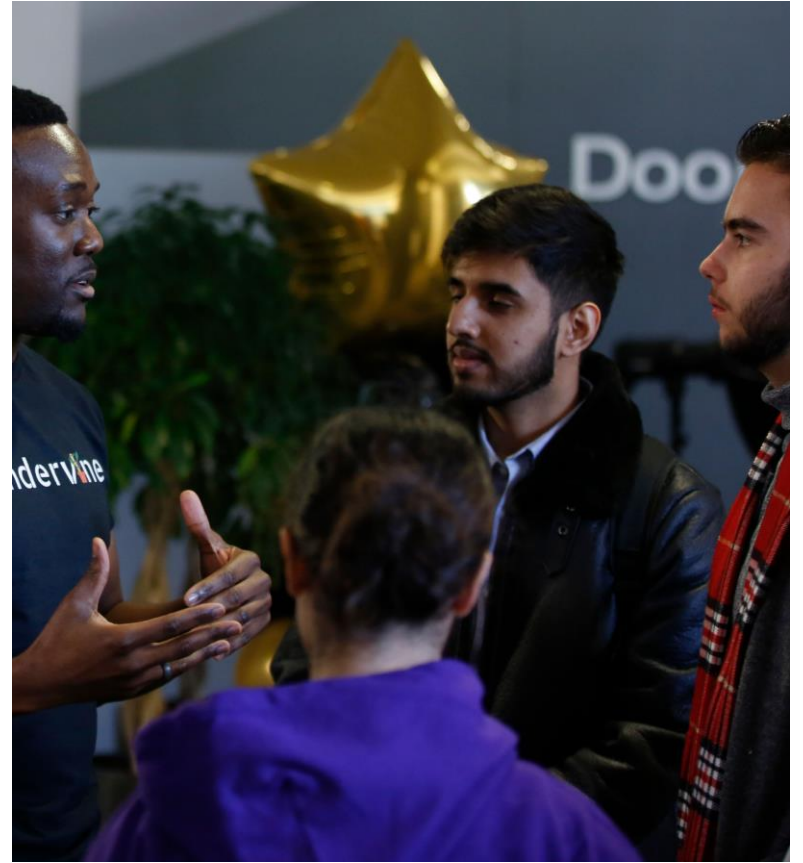
Securing job offers



Finding the right
career



Professional Photographer



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

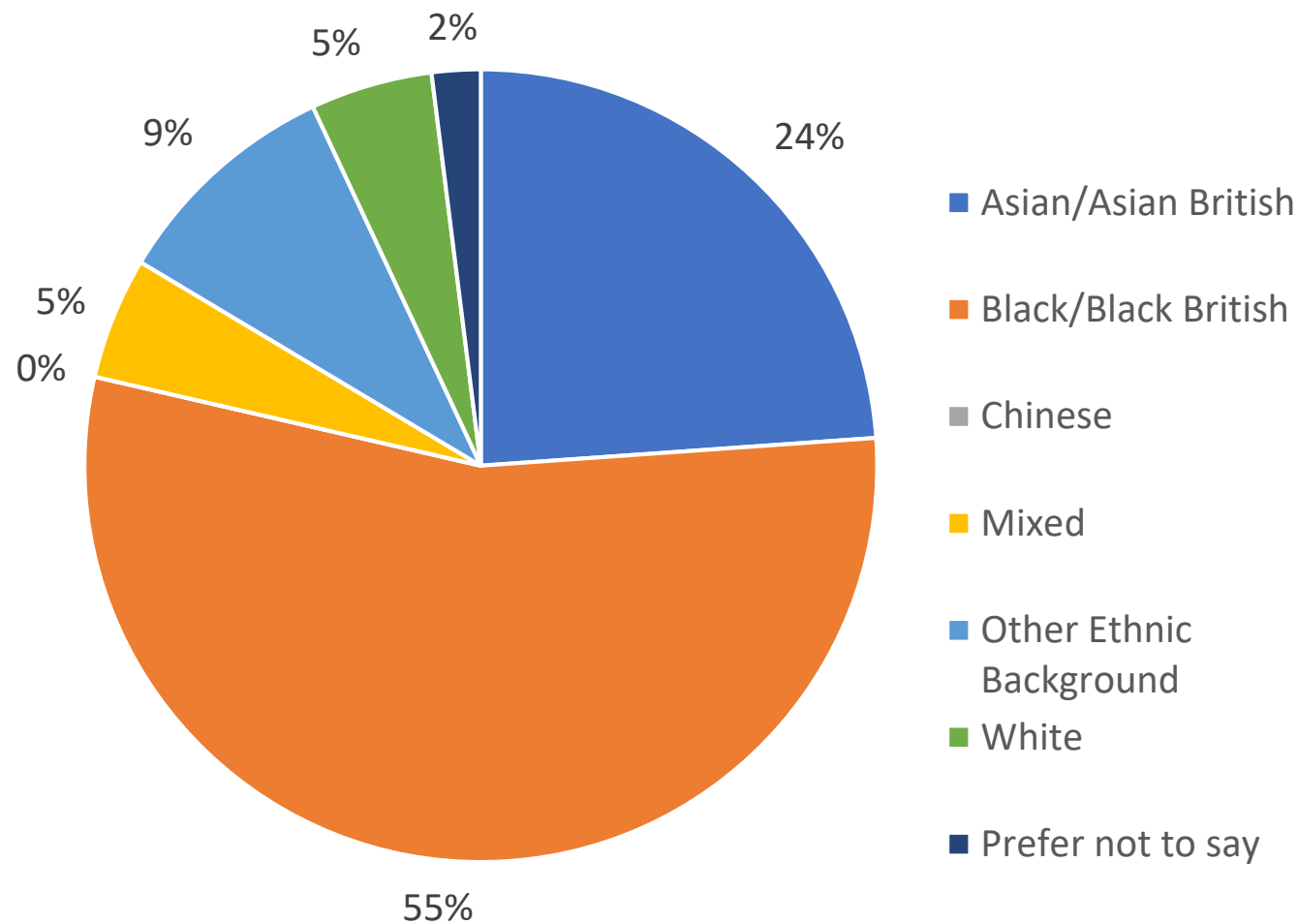


33% commute to university

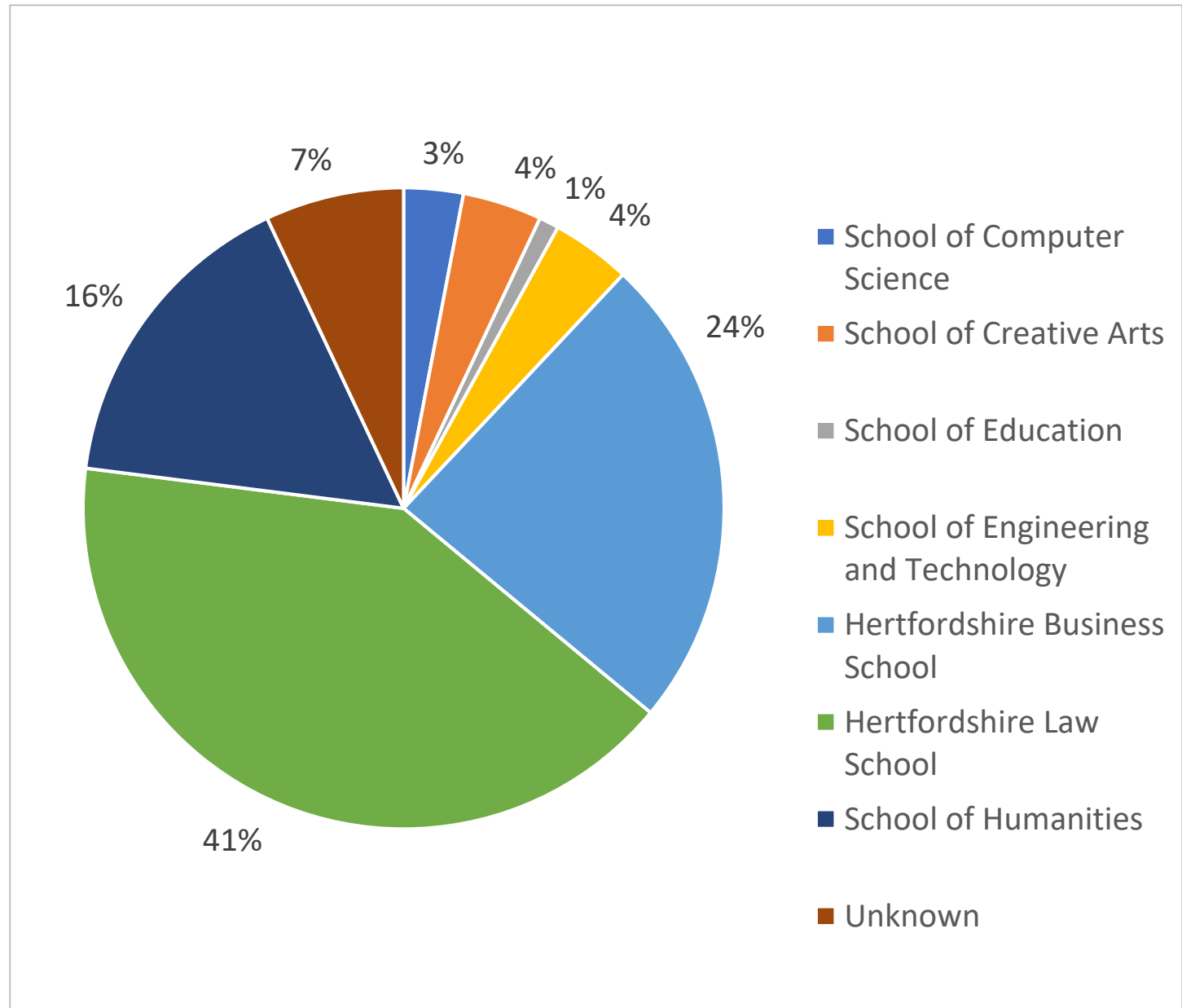


41% of attendees were from Hertfordshire Law School

Attendees by Ethnicity



Attendees by Academic School



42 students completed a post event survey:

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

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

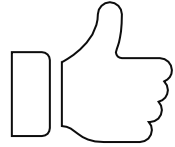


98% felt that the event had a positive impact on their student experience



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 it 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 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."

"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."

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.”

“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.”

“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.”

“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



Report of our perspectives organising the event and putting the event together

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 also 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

