

Global Majority Staff Network (GMSN_BCU)

Terms of Reference – Birmingham City University

1. Purpose

The Global Majority Staff Network (GMSN_BCU) exists to represent, support, and amplify the voices of staff from Global Majority and other racialised backgrounds across Birmingham City University (BCU).

2. Strategic Alignment

The Network aligns with the BCU 2030 Strategy, Equality, Diversity and Inclusion Strategy, and Race Equality Charter ambitions.

3. Aims and Objectives

To foster belonging, support career development, provide a consultative voice, identify structural barriers, and promote inclusive culture across the University.

4. Governance

The Network operates through a Chair, steering structure, and general membership, working collaboratively with University EDI governance.

5. Membership and Appointment

The Global Majority Staff Network (GMSN_BCU) was founded by Dr Ayazullah Safi, Senior Lecturer at Birmingham City University, who serves as Chair of the Network.

Membership is voluntary and open to Global Majority staff and allies across all Colleges and Professional Services. There is no fixed term of appointment for membership or leadership roles.

Staff interested in joining or taking on leadership roles should contact:

Dr Ayazullah Safi

Chair & Founder, GMSN_BCU
ayazullah.safi@bcu.ac.uk

6. Review

These Terms of Reference will be reviewed periodically to ensure continued alignment with University strategy and EDI priorities.