

27 June 2020

Dear colleagues

I am writing to Black and other minority ethnic colleagues at the University to acknowledge two things: first, the disproportionately negative health impacts that COVID-19 has had on the BAME community, and second, the collective trauma being experienced by many Black staff and mixed race Black heritage colleagues in particular, caused by ongoing racist anti-Black violence brought to light by the international Black Lives Matter movement. You might have seen the Vice Chancellor and Chief Operating Officer's statements on the latter [here](#). I want to take this opportunity on behalf of the University to express my support to you.

It is clear that some members of our community, and their significant others, are grieving or exhausted due to race-based stress and may need time and space to rest. Should you need some time away, I would like to encourage you to access our compassionate leave arrangements - <https://www.lboro.ac.uk/services/hr/leave-absence/special-leave/>. Line managers will be supportive by granting requests of this nature at this time.

Please be advised that the University has put in place a variety of channels to offer well-being and counselling support to all staff, at any time. I have listed below some of the resources available. You might have seen some of this before, but I wanted to place these all in one communication.

Enhanced wellbeing support: <https://www.lboro.ac.uk/internal/staff-wellbeing/>.

Access to the enhanced Employee Assistance Programme:

<https://www.lboro.ac.uk/services/hr/support/employeeassistanceprogramme/>

Access to the University's counselling support:

<https://www.lboro.ac.uk/services/hr/support/occupational-health/staffsupportservices/>.

We are allocating extra funds to additional or alternative counselling support specifically for Black and mixed-race Black heritage colleagues; please let me know if you would like to avail of this.

We have also written to students from Black and other minority ethnic groups, setting out additional support and relaxation of mitigating circumstances rules.

There is much still to do, but our work towards the Race Equality Charter can be found here: <https://www.lboro.ac.uk/services/hr/equality-diversity/race-equality/>. Importantly, the Charter commits us to being actively anti-racist in positioning and action, in order to improve outcomes for staff and students of BAME backgrounds.

Please feel able to contact me or one of the team if you have any questions.

Adèle MacKinlay

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