

Guidance on ethnicity-related terminology

Despite the term BAME (as in 'name') being frequently used within British society and the media, it does not represent or reflect the diversity and distinct ethnic identities it is supposed to encompass.

BAME is used as a collective term which stands for Black, Asian, and Minority Ethnic. The use of the acronym implies one homogeneous group of individuals and is not a term that most people from an ethnic minority background would choose to identify themselves with. It is also important to acknowledge that individuals have been minoritised through social processes of power and that factually, those who are 'minorities' in the UK, are majorities in the global population.

We recognise that BAME is a term that has been contested by many within the communities it is supposed to represent. Although many dislike the term, and we understand the need for a better way of representing individuals, an alternative which is acceptable to the majority has not yet been found.

Following recent research undertaken by [Birmingham City University](#), regular discussion with the Race Equality Charter Self-Assessment Team, and the Equality Diversity and Inclusivity Enhancement Committee, the University is to adopt the following approach:

- A full description of ethnicities should be used wherever possible.
- Where word count or space restrictions apply, the acronym B.A.M.E. may be used, with a point after each letter, to clearly define and recognise the diverse range of identities.
- Where data is being presented and the numbers within some ethnic groups are insufficient, to ensure confidentiality, it may be necessary to amalgamate groups together as B.A.M.E.
- The phrase Black, Asian and Minority Ethnic should never be used to replace an individual's own self-described or self-identified racial identity.

Keep in mind

We are referring to people's identity and are mindful of the complexities and intersectionality which exists. It is important to continue an open conversation with students, colleagues, and any other stakeholders to ensure that people are being heard, actively listened to, and represented in a way that speaks to them and their personal identity. We must all adhere to the principles of self-definition and respect and support everyone's individual right to describe and define themselves. The phrase Black, Asian and Minority Ethnic and other ethnicity-related terms, should be revisited and reviewed regularly through consultation and active research.