

# BPSA Statement: Black Lives Matter

Dear members,

We know many of you have been waiting to see a public statement from us with respect to Black Lives Matter. We have taken time to reflect and to make some key decisions on how we will be moving forward as an Association to combat the racism faced by our Black members within the profession.

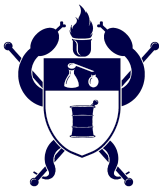
This statement aims to **acknowledge where we have fallen short**, however merely acknowledging our shortcomings is not enough. Therefore, this statement also aims to **outline our initial plans** to tackle some of the issues that our Black members face. We want to stress that these are initial plans and that we will be updating you regularly in the coming months about our ongoing work related to this issue.

Following discussions with some of our members about the Black Lives Matter movement, we have been told that as an Association, we should be doing more to tackle issues for our Black members, we have listened and we agree. We also acknowledge that we are not inclusive enough for our Black members and as such we commit to ensuring that all members are catered for during our professional and social events.

We acknowledge that we have not found it easy to talk about issues of race in the past and have often avoided the difficult conversations necessary to take steps forward in this area. We understand that silence and inaction are not good enough on this issue. Today we pledge to no longer remain silent on issues about race, but to do all we can to locate, challenge and fight discrimination for and with our members.

We acknowledge that within the profession itself, there are multiple barriers that our Black members have to fight through in order to succeed. In June 2019, 91% of White pre-registration trainees passed the registration assessment, compared to 61% of Black pre-registration trainees. This attainment gap is not a new issue and it is unacceptable that more work has not been done by the profession or the Association on this issue. The little work that has been done has been limited in its impact and the Executive will be working on ways to move the profession forward on this issue. We will update you on this as part of our commitment to continuous work in this area.

When organisations such as ours are not inclusive enough, it impacts engagement and the work of that organisation. In our case, it means that our Black members are less likely to attend our events and therefore are less likely to decide on our policies going forward, gain a position of influence in the Executive and are also less likely to benefit from the wide range of activities and opportunities we offer as part of membership.



We want to lastly acknowledge that many issues our Black members face are issues which they face in the scope of this profession. We cannot ignore the structural barriers that have been built over time, and we refuse to stand by silently while the gap continues to widen.

**Below we outline our initial plans to tackle the issues described above:**

- We will publish brief minutes of our constitutionally mandated Executive meetings and also publish all pre-meeting briefings from this mandate, to ensure we become more **transparent** as an Association.
- We will release an inclusivity survey to all of our members, within the next 60 days, which will guide the **future work** of the Association.
- We will set up a review group, consisting of members, with the aim of identifying and recommending how we can become more **inclusive** as an Association.
- We will communicate with Pharmacy bodies within Great Britain and across the world, in order to learn from each other and raise the profile of the work needed to **combat racism** that our Black members face within the profession.
- We will endorse organisations which have been specifically set-up for the benefit of Black Pharmacy students and Pre-registration Pharmacists, ensuring that their **voice is lifted** within the profession, with the aim of ensuring that they are able to sit at the same table that we sit at as stakeholders.
- We will promote use of mentorship programmes specifically for our Black members, as a tool to provide **support**.

This statement has been published as a direct result of a simple question, from a single member of this Association, which led to conversation. In this spirit, we ask for all members to engage with the Association's work on this critical issue and to hold us accountable for our actions, now and going forward. To provide feedback and input **on this statement**, [please complete the following form](#).

**Your Sincerely,**  
**On behalf of the British Pharmaceutical Students' Association**

Regan McCahill  
President 2019 - 2020