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Black Lives Matter:
Taking action to tackle racism across HE

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Nous has supported universities in the UK, Australia and Canada for over 20 years

- University and faculty strategy
- Organisational and system performance
- Student experience
- Research focus and productivity
- Educational Direction
- University led change through people

A timely discussion



What we'll cover today

1. Whole institution approach to tackling racism

2. Studying and working in academic communities: confronting bias and prejudice

Break

3. Intersections, capturing and acting on lived experience

4. Leadership- who are the leaders and what are their responsibilities?

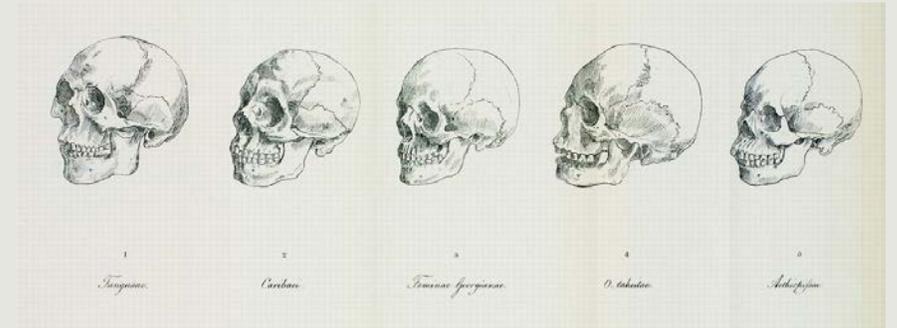
Join the conversation
on Twitter:

#BlackLivesMatterHE

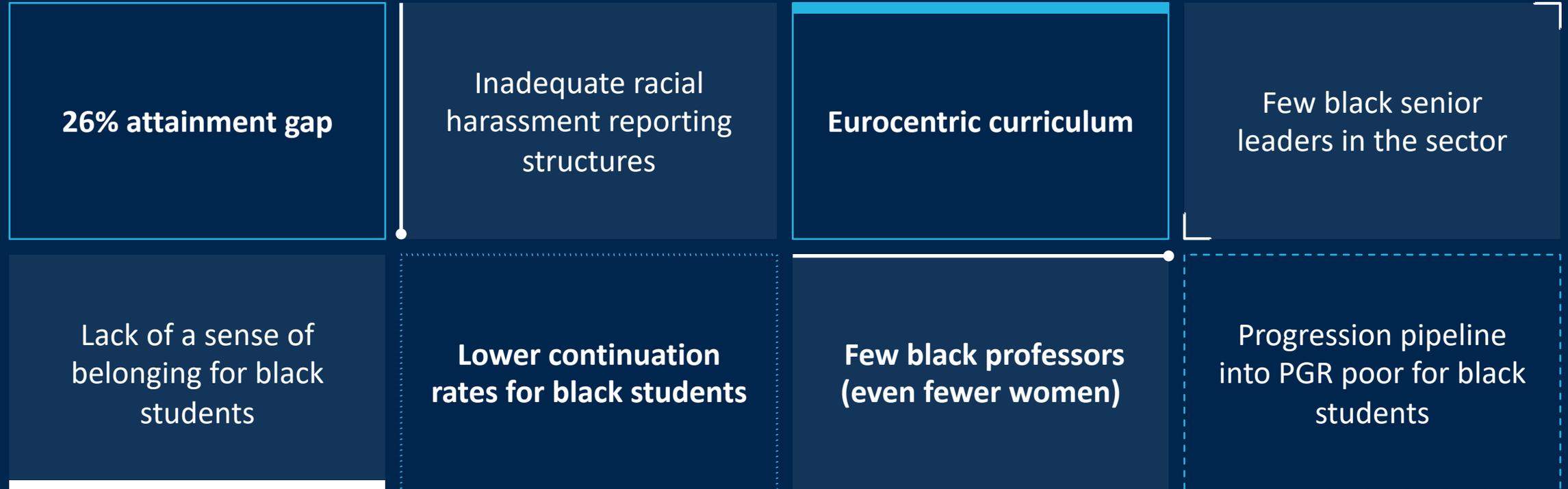
Taking a whole institution approach to tackling racism

Universities played a role in the creation of race

- Universities are inextricably linked with the creation of race as a concept
- The sector produced academics and thinkers who created racial hierarchies
- These racial hierarchies provided the intellectual underpinning for colonialism and slavery



Racial inequalities persist in HE today



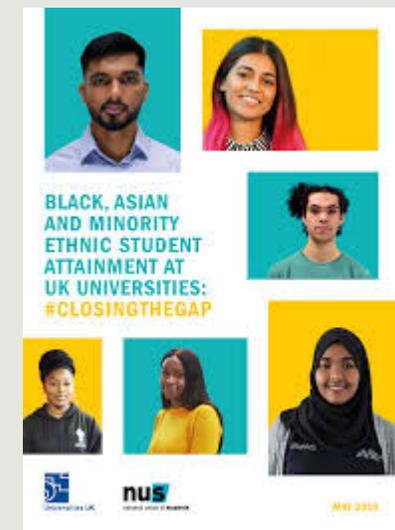
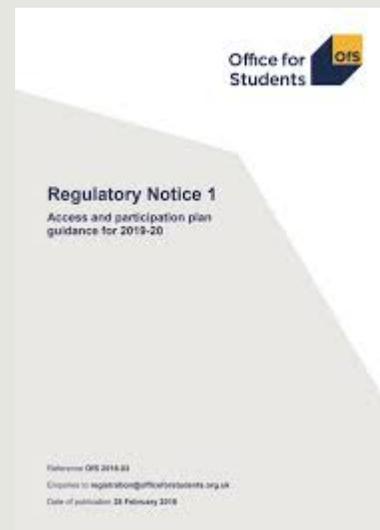
A vision for ending racial inequality?

- Support services are culturally competent
- Curriculum and broader educational offer reflective of diverse student backgrounds
- Diverse academic and non academic staff at all levels within the university
- Incidences of racism on campus are rare and dealt with quickly
- Black students feel as though they belong at the institution
- Black attainment gap eliminated



Where are we now?

- Debates about racism and colonialism are alive and well
- Sector wide regulation and initiatives are in place
- Sector leaders are taking the issues more seriously
- Lack of comprehensive, institution wide approaches to tackling racial inequalities



Different institutional approaches

Countyshire University

- University Exec team launches BAME inequality strategy 1 month after #BlackLivesMatter protests and issues a strong statement taking a zero tolerance approach to racism
- New strategy responsibility of Equality and Diversity team and delivery to be met within existing budget
- Attainment gap work remains unchanged with PVC Education under inclusive teaching strategy (includes decolonizing the curriculum)
- Initiatives for year 1 include
 - Roll out of unconscious bias training (not mandatory but encouraged)
 - Establishment of 3 new groups with black representation to tackle racism (BME attainment gap committee, BME student experience committee, BME staff recruitment working group)
 - All black students to be enrolled on mentoring scheme to raise aspirations
 - Black staff and students invited to “listening sessions” every month to give their views on how to tackle racism in the university

University of Fibchester

- University Executive team engages with external specialists and SU to conduct an institution wide consultation of BME staff and students on race
- Report back to senior team disaggregates experiences in “BME” category and provides clear recommendations for action prioritized by the staff and students affected
- Executive team recruits PVC Inclusion, reports to VC, sits on Exec team and oversees implementation of recommendations and all Equality and Diversity work in the institution
- Exec team launch a £200k anti-racism strategy which includes:
 - Mandatory race equity training for all staff
 - Race equity training incorporated into induction for all students
 - Institution wide culture change programme to upskill all staff on inclusive practices in teaching and in the workplace
 - Racial harassment reporting unit established to deal with all forms of racism experienced by students and staff

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Key principles when tackling racial inequalities

Take an institution-wide coordinated approach

Centre black students' and staff experiences when implementing solutions

Source appropriate expertise

Resource effectively

Sector wide recommendations

- BME graduate scheme for progression into university professional services
- Sector wide BME graduate scheme and campaign for progression to PGR (includes contextual offers)
- Accredited HE race equity CPD programmes, tailored to university role
- Sector wide race equity agreements with PSRBs and other key providers in HE

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Thank you!

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