

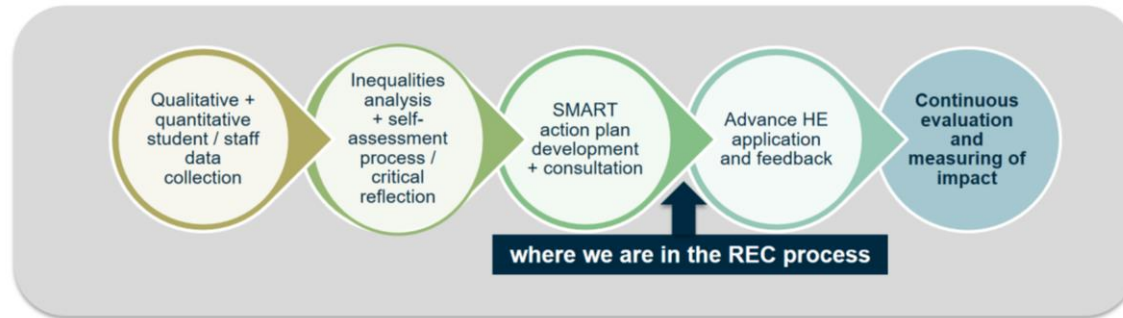


Race Equality Charter **Action Plan**

Overview

What is the Race Equality Charter (REC) framework?

- REC is a national framework officially launched by Advance HE in 2016. DU joined in March 2019
- It aims to improve the representation, progression and success of minority ethnic staff and students within higher education
- Following a critical analysis of qualitative data gathered from the REC staff/student survey and focus group findings, along with an evaluation of relevant staff/student data, we have been co-developing our 3-year institutional REC Action Plan



What has informed our REC action plan?

Main sources

- Data analysis (including qualitative data from REC survey and focus groups findings)
- Suggestions from members of 5 REC working groups

Other sources

- Sector practice and research literature
- Feedback from town hall meetings and consultations
- Recommendations from stakeholder groups
- Black Lives Matter correspondence and pledges
- Wider relevant work (e.g. Respect Commission, Gender Equality Action Plan, Hate crime survey findings, Report + Support etc)



DU REC
Action Plan

To facilitate a systematic and focused approach, the REC actions have been grouped thematically

REC Action Plan 6 Thematic Areas

1

Promote an anti-racist culture and educate students and staff on racial and intercultural issues

2

Tackle racism and enhance mental health support and pastoral care provision for our Black, Asian and Minority Ethnic (BAME) staff and student communities, both UK and non-UK

3

Diversify staff and leadership across the board

4

Accelerate and improve support for BAME staff career progression (academic and professional services staff)

5

Increase BAME student representation (for UK students) and improve the wider student experience of both UK and non-UK BAME students

6

Support the ongoing decolonisation work on an institutional and departmental level