

Race Equality Updates

AS AT JULY 2022

Across Durham University, activities evidencing our institutional commitment to race equality have been in progress. A sample of some of the work that is underway is outlined below – it is far from an exhaustive list, but it does articulate our updated priority areas, or themes, which are at the heart of our action plan.

Promote an anti-racist culture and raise awareness

- Our Human Resources and Organisation Development (HROD) team have introduced a bespoke virtual workshop on respect, values and behaviours to enable students and staff to recognise the importance of challenging disrespectful behaviour, including microaggressions and racism.
- We partnered with Advance HE in delivering 13 ‘Championing an inclusive culture and skills sessions’ in February 2022 with 150 leadership staff participants.
- An archivist has been recruited in April 2022 to enhance understanding of the University’s involvement with colonialism and potential income derived from historical slavery.

Tackle racism and enhance pastoral care provision

- We have recruited a Community Liaison Lead (Race and Ethnicity) who will be supporting the University in building closer partnerships and who will be working to help build stronger communities, as well as foster a sense of belonging.
- We are working with **Nilari** to support Black, Asian and minority ethnic students by providing them with access to counselling and mental health services with specialist knowledge of issues relating to ethnicity including, but not limited to, racial harassment.
- We have expanded and diversified the University’s Concerns, Bullying and Harassment Advisors Network.

Diversify staff and leadership

- A review of current Professional Services and Colleges recruitment is underway to identify areas for improvement and to increase the attraction of UK and international minority ethnic candidates.
- Interventions to improve Black, Asian and minority ethnic representation on senior committees are being developed, along with annual reporting on the diversity of senior decision-making committees at faculty level and above.



Accelerate and improve support for minority ethnic staff career progression

- We are embedding the use of equality data to ensure this is used to identify any significant differences in the recruitment, progression and retention of minority ethnic groups, and are looking to take action to address any issues identified.
- Revised benchmarks have been implemented to strengthen the prominence of EDI considerations in the progression and promotions process including Departmental Progression and Promotion Committees (DPPC).

Increase minority ethnic student representation, improve their wider student experience and embed race equality into teaching and learning

- Durham Inspired Scholarships for Black Heritage Students will continue to be offered to attract UK-domiciled minority ethnic students, alongside four PhD studentships.
- A pilot scheme has been introduced for the NINE (Northern Ireland and North East) Doctoral Training Partnership for 2 minority ethnic studentships for 2021/22 AY, as part of their “Action for Equality” programme.
- Work with our student interns to examine and review the curriculum will continue to identify areas or opportunities to diversify and enrich teaching and learning practices.