

Race Equality Charter Self-Assessment Team Terms of Reference

The Race Equality Charter Self-Assessment Team (REC SAT) has been established to lead the institution's application for the REC by undertaking a full evaluation of race equality across the institution, particularly in the representation, progression and success of minority ethnic staff and students, and by developing appropriate actions and long-term solutions in response.

Responsibilities

- Scrutinise and comment on a range of quantitative and qualitative data in order to identify key findings, gaps and areas for action planning and further research
- Review the impact of relevant institutional policies and practices
- Address the results of the above by establishing institutional priority areas and appropriate aspirations and success criteria
- Identify opportunities to embed race equality across Durham University
- Develop an evidence-based, comprehensive and robust action plan to underpin the agreed priorities and advance race equality over the subsequent three years (after which time the institution will renew their award by repeating the self-assessment process)
- Monitor progress against the action plan and evaluate impact

Membership

- Associate Provost (**Chair**)
- Head of Equality, Diversity and Inclusion
- Equality, Diversity and Inclusion Policy Officer
- Policy Support Advisor – Race and Religion
- Student Statistics Officer
- Assistant Human Resources Director
- Workforce Planning and Development Representative
- Durham Students' Union Welfare and Liberation Officer
- BAME Staff Network Representative/s
- Durham People of Colour Association Representative
- International Students Association Representative
- Postgraduate Representative
- Faculty Representatives – Arts and Humanities / Science / Social Science and Health
- Colleges Representative
- International Office Representative
- Access and Engagement Representative
- Inclusive Curriculum Project Representative
- Curriculum, Learning and Assessment Service Representative
- University Library and Collections Representative

The membership can be reviewed at any time and the REC SAT may invite others to attend meetings on an ad hoc basis, and/or establish working groups to advance its objectives.

The REC SAT will meet at least four times per academic year, and more often as required. Where a member is unable to attend, a nominated replacement would be desirable. Members are expected to actively contribute to the group.

Reporting

The REC SAT will report to the University's Diversity and Equality Action Group.

REC Self-Assessment Team and Working Groups Members

Name / Staff or Student Category *	Role at Durham University	Representing / Affiliation / SAT Role
Archbold, Rachel (PS)	Head of Equality, Diversity and Inclusion (EDI)	EDI Unit / Deputy REC SAT Chair
Arday, Jason (AS)	Deputy Executive Dean (People and Culture) / Associate Professor (Sociology)	Faculty of Social Sciences and Health
Barclay, Craig (PS)	Head of Museums, Galleries and Exhibitions	University Library and Collections
Bromley, Elizabeth (AS)	Faculty EDI Lead / Lecturer (Physics)	Faculty of Science
Burn, Andy (PS)	Senior Education Policy Officer	Curriculum, Learning and Assessment Service
Callaghan, Mark (PS)	EDI Lead	EDI Unit
Cazzoli, Marcela (AS)	Deputy Director UG Education - Curriculum Development (School of Modern Languages and Cultures)	Faculty of Arts and Humanities
Coldwell, Richard (PS)	Access and Engagement Manager	Access and Engagement
Earnshaw, Melanie (PS)	EDI Officer (Race and Religion)	EDI Unit / REC Facilitator
Enderstein, Athena (PS)	EDI Lead	EDI Unit
Gargett, Joanne (PS)	Management Information Specialist	Student Registry
Gowland, Rebecca (AS)	Deputy Executive Dean (People and Culture) / Professor (Archaeology)	Faculty of Social Sciences and Health
Hackett, Simon (AS)	Deputy Provost / Professor (Sociology)	Vice-Chancellor's Office / REC SAT Chair
Haque, Nailah (UG)	Undergraduate Academic Officer (DSU), 2020-21 / President (Durham People of Colour Association) 2019-20	Durham Students' Union
Hardy, Natalie (PS)	Workforce Planning Analyst	Human Resources
Johnston, Nicola (PS)	Assistant Director of HR and Employment Lawyer	Human Resources
Kind, Vanessa (AS)	Deputy Head of Faculty (Education) / Professor (Education)	School of Education
Larsen, Gretchen (AS)	Faculty EDI Lead / Associate Professor (Marketing)	Faculty of Business
Martin, George (PS)	Senior Systems, Revenue & Information Manager	Estates and Facilities
McGregor, Glenn (AS)	Principal (Ustinov College) / Professor (Geography)	Colleges representative / Faculty of Science
Miles, Sarah (AS)	Faculty EDI Lead / Associate Professor, Teaching (Classics and Ancient History)	Faculty of Arts and Humanities
Mudashiru, Liadi (PS)	Senior Regional Manager (Middle East & Africa)	International Office

Mullard, Jordan (AS)	Teaching Fellow (Anthropology) / BAME Network Member	BAME Staff Network
Quiroz, Sitna (AS)	Assistant Professor (Theology and Religion)	Faculty of Arts and Humanities
Raju, Yash (UG)	Vice-President, 2020-21	Durham People of Colour Association
Sadanandom, Ari (AS)	Professor (Biosciences) / BAME Network Co-Chair	BAME Staff Network
Swift, Ewan (UG)	Welfare and Liberation Officer	Durham Students' Union
Takyi, Daniel (UG)	President	Durham People of Colour Association
Teo, Yvonne (PG)	Postgraduate Student (Music)	Postgraduate Students / Faculty of Arts and Humanities
Twins, Seun (UG)	President (DSU), 2020-21 / President (Durham People of Colour Association) 2018-19	Durham Students' Union
Additional REC Working Group Members		
Draycott, Catherine (AS)	Associate Professor (Archaeology)	Faculty of Social Sciences and Health (Decolonising)
Godden-Rasul Claire (PS)	People Development Manager	Recruitment and Admissions
Hunter, Claire (PS)	Senior Organisation Development Manager	Human Resources (Organisation Development)
Kazi, Ammara (PS)	Counsellor	Student Support and Wellbeing Directorate
Mathias, Jean (PS)	Assistant Professor (DCAD) / Co-ordinator for Science Programmes (Foundation Centre)	Durham Centre for Academic Development
Reissland, Nadja (AS)	Professor (Psychology)	Faculty of Science
Symcox, Helen (PS)	HR Business Partner	Human Resources
Turner, Mahshid (PS)	Muslim Chaplain / BAME Network Co-Chair	University Chaplaincy Network
Wood, Steven (PS)	Mental Health Advisor	Student Support and Wellbeing Directorate
Wort, Gavin (PS)	Co-ordinating Chaplain	University Chaplaincy Network
Zuk, Patrick (AS)	Professor (Music), Durham Academic Director	AHRC Northern Bridge Consortium
Previous REC SAT and Working Group Members		
Archbell, Phoebe (UG)	President (ISA), 2018-19	International Students Association
Donohue, Jordan (PS)	Access and Engagement Assistant Manager	Access and Engagement
Lai, Matteo (PG)	President (ISA), 2019-20	International Students Association
Prescott, Sarah (PS)	Vice-Principal (Ustinov College)	Colleges
Younger, Kirsty (PS)	Data and Systems Manager (former role)	Recruitment and Admissions (former department)
* PS: Professional Services Staff, AS: Academic Staff, UG: Undergraduate Student, PG: Postgraduate Student		

REC Working Groups (WG), Thematic Areas and Members

WG 1 - Institution and local context AND tackling racism	
Members	Action Plan Thematic Areas
1	<p>Theme 1: Promote an anti-racist culture and educate students and staff on racial and intercultural issues</p> <p>Theme 2: Tackle racism and enhance mental health support and pastoral care provision for our BAME staff and students (both UK and non-UK)</p>
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WG 2 and 3 - Staff profile, recruitment, progression and development (Professional services staff and Academic staff)	
Members	Action Plan Thematic Areas
1	<p>Theme 3: Diversify staff and leadership across the board</p> <p>Theme 4: Accelerate and improve support for BAME staff career progression (academic and PS staff)</p>
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WG 4 - Student pipeline	
Members	Action Plan Thematic Areas
1	<p>Theme 5: Increase BAME student representation (for UK students) and improve the wider student experience of both UK and non-UK BAME students</p>
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WG 5 - Teaching and learning	
Members	Action Plan Thematic Areas
1	<p>Theme 6: Support the ongoing work on decolonising the curriculum on an institutional and departmental level</p>
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