

GEORGE FLOYD DAY

Race Equality Action Plan
Launch

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EDI Race Advisor's Role



- Implement UoG's Strategy 2030
- Develop and implement EDI Race action plan
- Application for Race Equality Charter
- Implement and support EDI strategies and initiatives
- Support BAME Staff Network & GSU
- Improvement of BAME professional and academic promotions

UOG's Strategy 2030: This is Our Time!

Inclusivity and Culture

Working in partnership,
staff and students
can expect:



- A culture where **everyone feels valued**, and opportunities are equal.
- Equality, diversity, and inclusion is **embedded throughout all our structures, processes and behaviours**.
- All students and staff understand and **champion diversity and feel a sense of belonging** to the University of Greenwich.
- All staff colleagues have **equal opportunity to succeed**.
- Our university is a place that **promotes mental health and wellbeing**, enabling all students and all staff to thrive and succeed.

Key steps in the development of the plan

1. Initial consultation process:

process:

- VC & DVC
- BAME Staff Network,
- HR & EDI Committees
- GSU
- BAME Awarding Gap Steering Group

2. Data gathering and stories from BAME's staff lived experiences

- BAME Staff Network
- Focus group with key staff and
- GSU to provide comments

3. First Draft of the EDI Race Action Plan & consultation with:

- Vice Chancellor's Office
- BAME Staff Network,
- GSU.
- Focus group with key internal staff

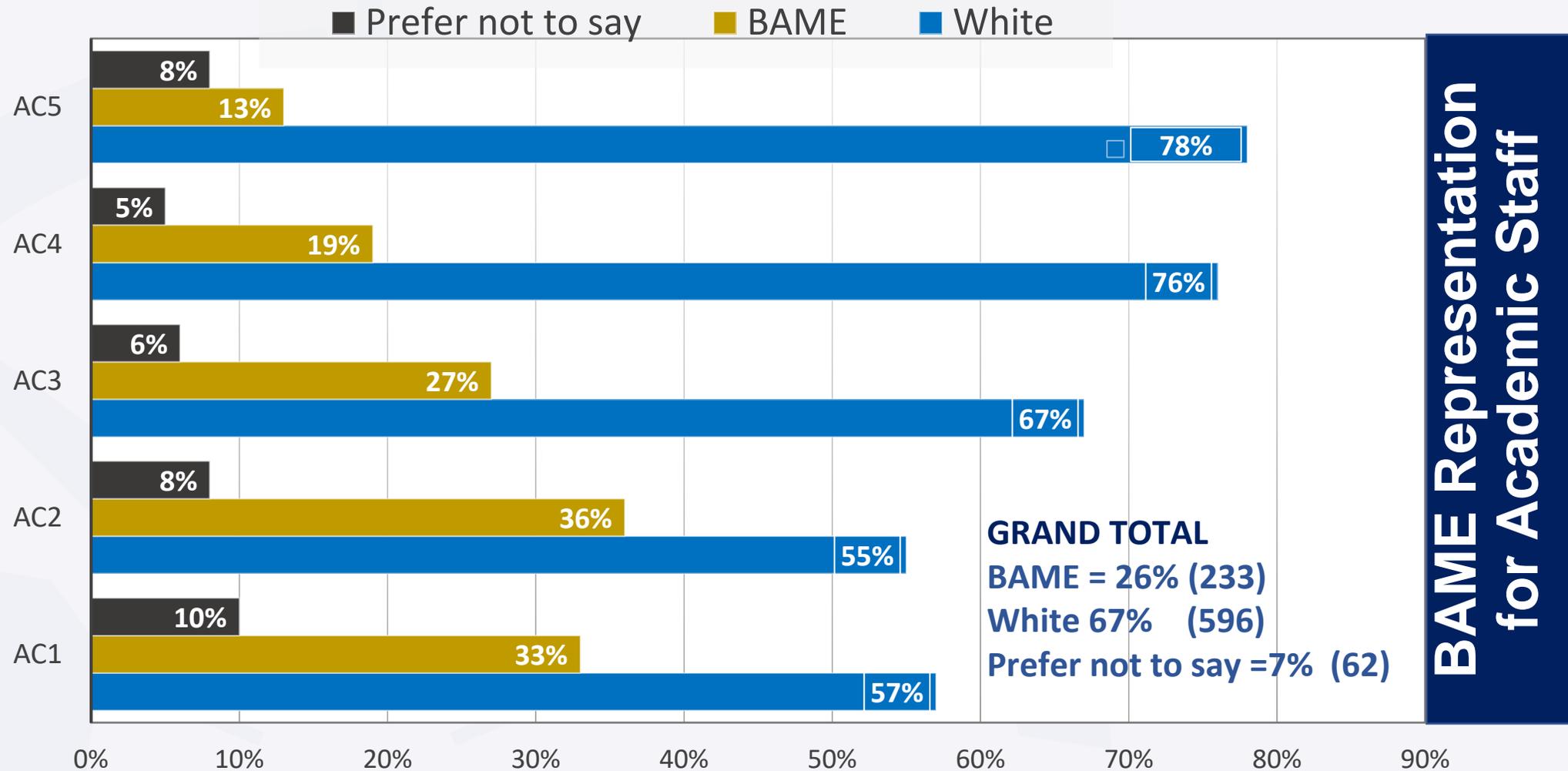
4. Initiated race conversations to discuss key deliverables of EDI RAP and to gain buy-ins:

- Faculties
- Directorates
- Leadership Forum
- SMT

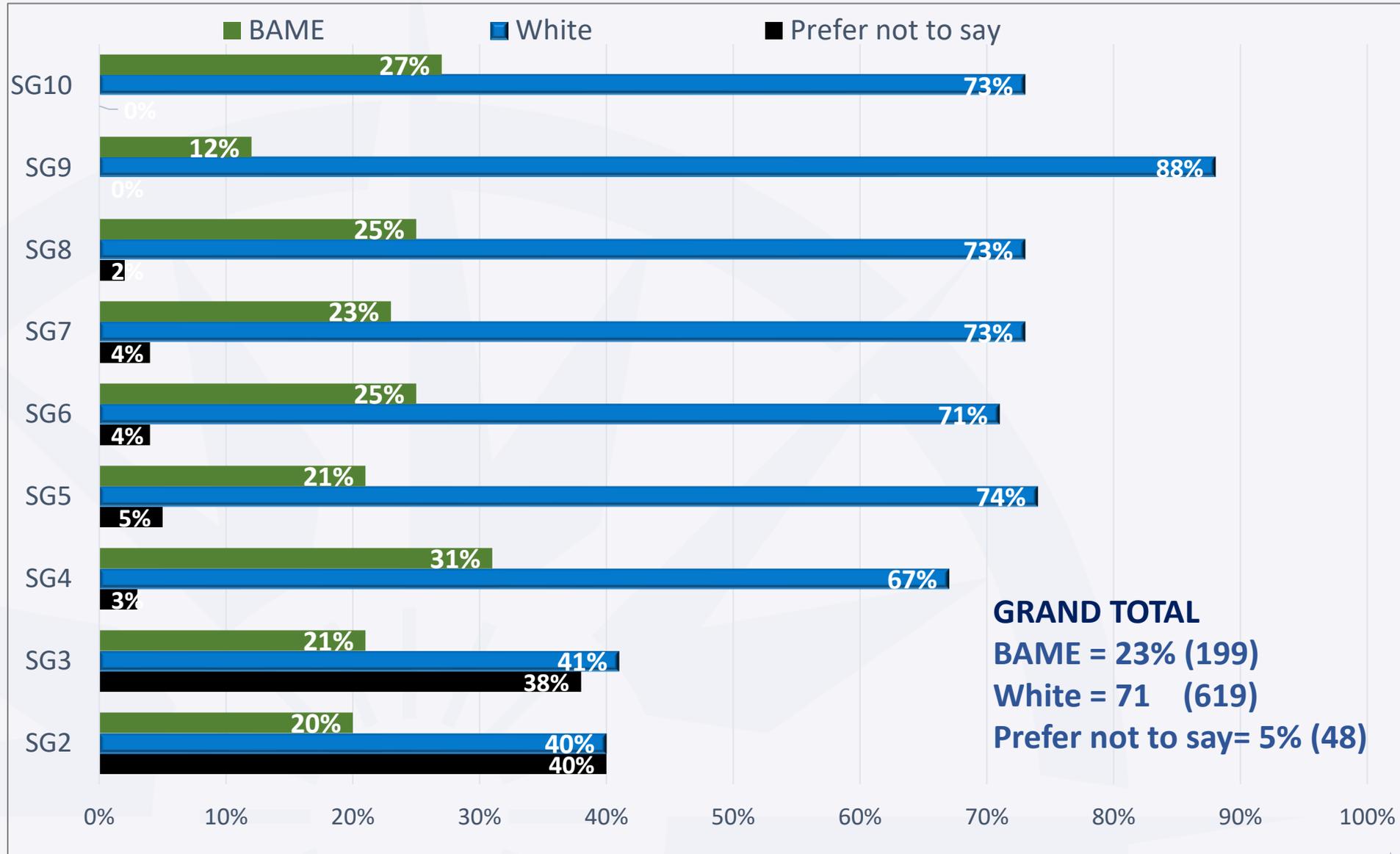
5. Raising awareness

- Contribution towards the
- University's Definition of Racism
- Race equality pledge by VC,
- Launch key principles of EDI RAP
- Discussions on data gathering 'Safe Space' Drop-ins

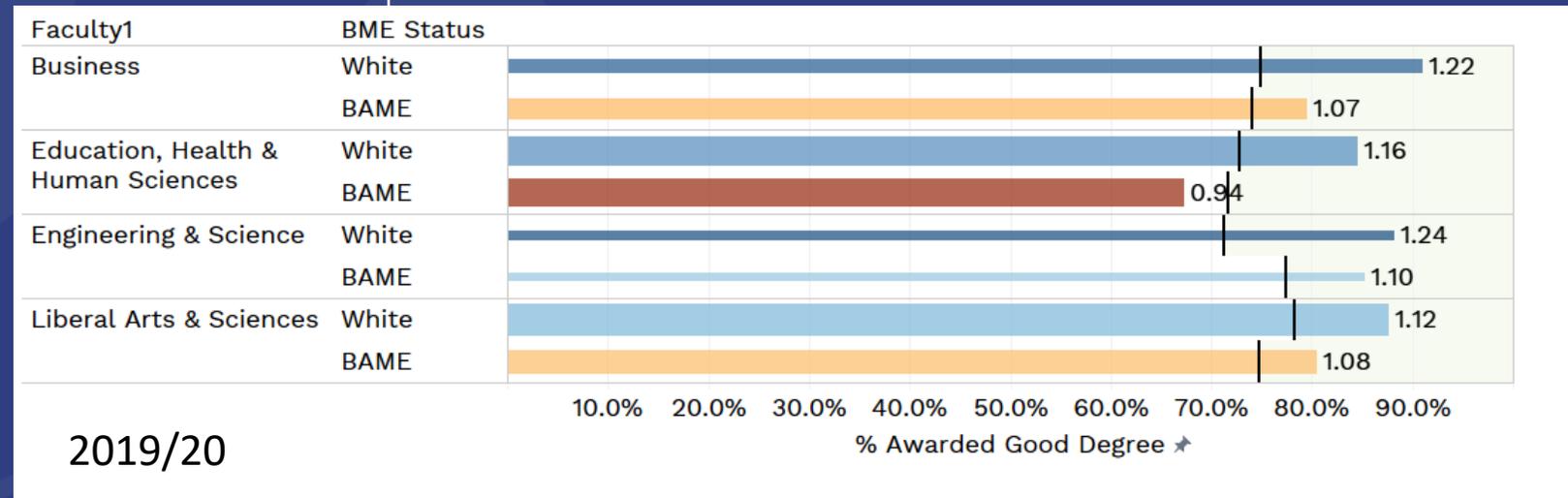
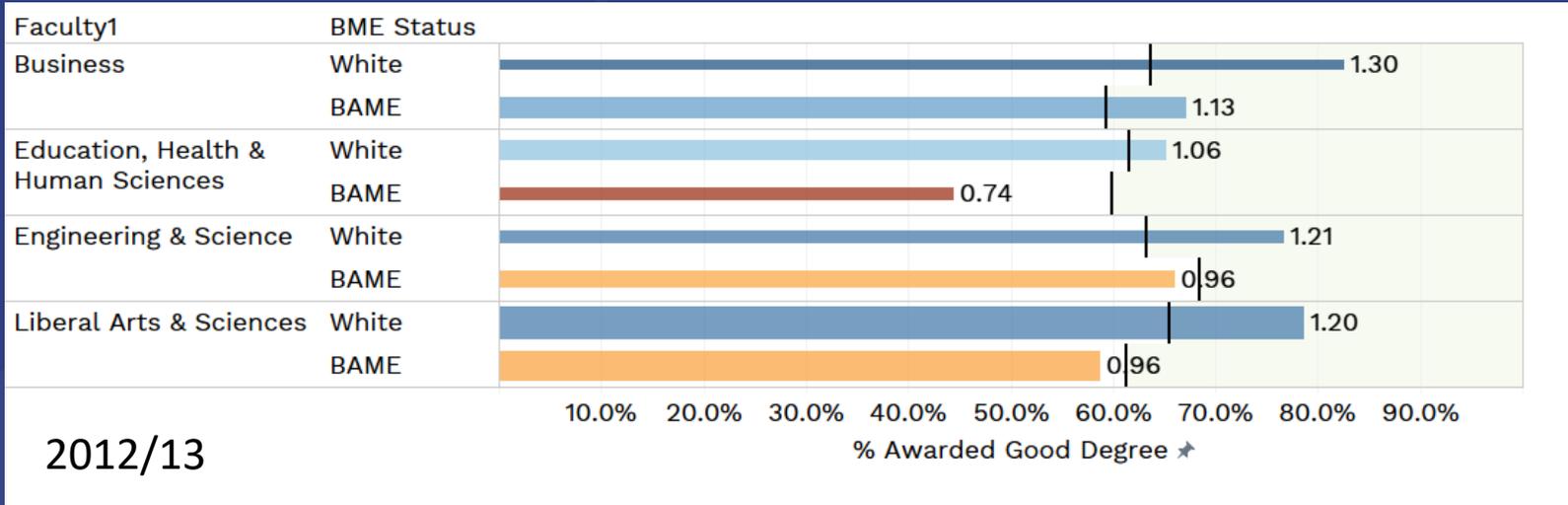
Snapshot



Snapshot



BAME representation for professional level staff



Awarding Gap Data

Issues from BAME Safe-Space Drop-ins

Recruitment & selection bias

'There is no transparency often staff are not trained to be on the recruitment panel.'

Promotion bias

Training & development

*'Why are you playing the race card?'
'Don't take everything too personally'*

Differences in workload

Nepotism

Microaggressions & gaslighting

Impact on BAME staff

- Poor mental health & well-being
- Deselection/invisibility/stay quiet
- Fear of speaking up about racism/discrimination.
- Derailed career progression
- Exit organisation



How & Why?

EDI Race Equality Plan

Data Capture, Analysis & Insight

Objective:

To use evidence-based practice to inform and develop targeted actions and interventions.

Governance & Leadership

Objective:

To embed EDI in everything we do and ensure staff are held accountable via performance measures.

Culture & Behaviour

Objective:

To create a culture where everyone feels valued, and opportunities are equal.

Policies, Practices & Procedures

Objective:

To create a culture where everyone feels valued, and opportunities are equal.

The Student Journey

Objective:

To enhance the experience of minority students and to ensure that any barriers to academic excellence are removed.

Race Equality Charter

Objective:

To publicly commit to the Race Equality Charter principles.

Six key principles

1. Data capture, Analytics & Insight

Key targets	Key objectives	Success measures
1) Identify and agree what quantitative qualitative data will be measured when, why, how and how often	To understand Black, Asian and Minority Ethnic (BAME) staff and student lived experience across their full university lifecycle.	There is one trusted source of data on everything related to race
2) Publish ethnicity pay gap and produce an action plan to address the issues identified	To use evidence-based practice to inform and develop targeted actions and interventions.	The data is published and used.
3) Create interactive and accessible dashboard presenting the agreed data in a clear and easy to use manner.	To ensure that university's interventions have the desired effect.	EDI dashboard will be operative and regularly used by key stakeholders.

2. Governance, Leadership & Accountability

Key targets	Key objectives	Success measures
1) Consult with BAME students and staff in the development of the People & EDI sub strategy and to include clear references to race in it.	To embed Equality, diversity, and inclusion throughout all our structures, processes, and behaviours.	All staff are proud to work with each other equally. Agreed KPI's in relation to race are met year on year.
2) Set an expectation that tackling racism is a priority issue requiring consideration throughout all departments and at all levels of seniority in the university	To ensure progress is made and staff are held accountable via performance measures.	Leadership teams at all levels are more diverse. Successful submission for the charter mark.
3) Hold senior teams across the university accountable to making progress in tackling racism and taking appropriate actions		

3. Culture & Behaviour

Key targets	Key objectives	Success measures
1) Develop and launch a staff and student 'Anti-Racist pledge'	To embed our strategic priority of 'Inclusivity & Culture' as a foundation for work for everyone and everything we do at the University of Greenwich	100 handprints and signatures pledges for Charter.
2) Visibly celebrate BAME staff and students, black history and black lives (locally, nationally and globally) all year round	To create a culture where everyone feels valued, and opportunities are equal.	There is an increased visibility of BAME student and alumni success.
3) Run on-campus campaigns to raise awareness of racial harassment.		All students and staff understand and champion diversity and feel a sense of belonging to UoG.

4. Policies, Practices & Procedures

Key targets	Key objectives	Success measures
2) Review and update HR policies and practices to understand possible biases	Staff and students have a clear understanding of what constitutes racism and its consequences.	Increased confidence in the policies and processes and referral systems supporting BAME staff and student race related issues.
2) Increase representation of BAME staff in recruitment and at senior levels	To ensure that the university's policies, practices, and procedures support all staff to succeed equally.	The data is published and used.
3) Use positive action measures, such as sponsorship & development programmes to support BAME to reach more senior positions.	To ensure that procedures for managing racial harassment and other race-related complaints are fit for purpose	Increase BAME representation by 10 percentage points every year until 2025

5. The Student Journey

Key targets	Key objectives	Success measures
1) Develop a university-wide framework for monitoring student outcomes and ensuring that any obstacles impinging on the academic experience of BAME students are identified, addressed and removed	To close the awarding gap that exists between white and BAME students	No awarding gap by 2030 and evidence of acceleration in the diminution of the gap
2) Carry out a readiness activity to ensure that BAME students have everything they need to enrol, study and making learning accessible	To enhance the experience of minority students and to ensure that any barriers to academic excellence are removed	BAME students are registered and are retained
3) Co-create with BAME students and graduates to re-centre student experiences at the heart of the Decolonising UoG.	To affirm the strategic commitment to decolonising the curriculum with the development of mechanisms to carry this objective forwards and to resource it.	EDI dashboard will be operative and regularly used by key stakeholders.

6. Greenwich Race Equality Charter (GREC)

Key targets	Key objectives	Success measures
1) Run an audit/ gap analysis of what needs to be done to achieve a bronze charter mark	To publicly commit to the Race Equality Charter principles	Achieved REC Bronze status
2) Create a project plan and bring a group together to address the gaps and draft the submission.		
3) Submit the application for REC Bronze status		

Our success by 2025:



**Leadership
accountability**

**University-wide
BAME
representation**

**Radical reduction
of the BAME
awarding gap**

**Radical reduction
of BAME
employment gap**

**Targeted approach
UoG's policies and
practices**

**Zero tolerance to
racism Institution-
wide**

**A decolonised
university**

**Larger representative
cohort of BAME PG
community and
academics**

**Sponsoring of BAME
staff by senior
managers across the
institution**

**Ethnicity pay gap
decrease**

**Promoting and
celebrating BAME
culture and
achievements for
staff and students**

What next for us?

- Full plan to be circulated to all staff
- Implementation of the Plan
- Start process for identifying the needs for the submission of the Race Action Plan
- Embedding EDI into work streams
- Continue discussions around race equality,
- Data gathering for evidence based work and changes
- Create a data dashboard



Staff and students: What can you do?

- Staff - join an EDI network
- Students - join an academic society
- Attend BAME initiatives
- Get involved with the Black History 365 initiative
- Celebrate BAME staff and students successes
- Be an Ally, active bystander/upstander
- Get involved in the Race Action Plan & Race Equality Charter work



**THANK
YOU**

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**We work in our EDI Race
Advisor roles on
Wednesdays & Thursdays.**