**WIHEA Learning Circle – Anti-Racist Pedagogy and Process in HE**

**TERMS OF REFERENCE**

1. **Please provide a description of the Learning Circle and main aim.**

Various reports on student attainment and experience in Higher Education has shown a clear and substantial difference in the attainment, progression and overall experience of students who identify as Black, Asian and Minority Ethnic (BAME) compared to those who identify as White. It is now widely accepted that the disparity in outcome and experience reflected in this research cannot be attributed to any kind of cultural deficit among BAME students, but is the direct result of practices and processes within the University itself that disadvantage specific communities of BAME students. One specific area of concern has been the way teaching practice, content and environment contributes negatively to BAME student experience and attainment. The aim of this learning circle is to inform institutional deliberations on issues of BAME student experience and attainment, as it relates to teaching and learning, and the creation of inclusive classrooms through the engagement and practice of anti-racism.

1. **Agreed Common Goals (as developed by the Circle).**

Participants in this learning circle will:

* Systematically review and critically appraise research and initiatives across the sector relevant to BAME experiences and attainment in HE.
* Identify areas of teaching and learning across the university that negatively contributes to BAME experience and recommendations for improvement or change
* Produce guidance for teaching and professional services staff on creating anti-racist and inclusive learning environments and support
* Explore ways anti-racist pedagogy can be embedded across departments in the university

1. **Intended outcomes to achieve by the end of the 2019/20 academic year.**

* To develop a module aimed at equipping academic and professional services staff with the knowledge and practical tools to challenge racial inequality at the University of Warwick, at both individual and institutional levels.
* To develop an anti-racist pedagogy guide for the University.

Prepared by:

**Learning Circle Lead/Co-Lead** (name(s)): Anil Awesti and Meleisa Ono-George…….

**Date:** 24/9/19…………………………………………..