

Race Equality Charter Mark – Self Assessment Team

1. Background

The Race Equality Charter (REC) aims to improve the representation, progression and success of minority ethnic staff and students within higher education. It provides a framework through which institutions work to self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students. Institutions working on the REC develop initiatives and solutions for action, and can apply for a Bronze or Silver Race Equality Charter Mark (RECM) award, depending on their level of progress.

Warwick applied for the Bronze RECM award in 2017, but was unsuccessful. We intend to make a submission for the Bronze RECM in the July 2021 round.

2. Guiding Principles

The REC is underpinned by five fundamental guiding principles:

1. *Racial inequalities are a significant issue within higher education.* Racial inequalities are not necessarily overt, isolated incidents. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours.
2. *UK higher education cannot reach its full potential unless it can benefit from the talents of the whole population* and until individuals from all ethnic backgrounds can benefit equally from the opportunities it affords.
3. In developing solutions to racial inequalities, it is important that they are aimed at *achieving long-term institutional culture change, avoiding a deficit model* where solutions are aimed at changing the individual.
4. *Minority ethnic staff and students are not a homogenous group.* People from different ethnic backgrounds have different experiences of and outcomes from/within higher education, and that complexity needs to be considered in analysing data and developing actions.
5. *All individuals have multiple identities,* and the intersection of those different identities should be considered wherever possible.

3. Self-Assessment Team

The Self-Assessment Team (SAT) will undertake an evaluation of the institution to identify racial inequalities and barriers in representation, progression, development and success of minority ethnic staff and students. The SAT will develop an action plan to address the inequalities and barriers, intended to initiate and drive positive long term impact and cultural change.

4. Terms of Reference

1. To lead the University through the charter mark process by regularly meeting over the course of the self-assessment process undertaking the preparation for the University's submission for the RECM in July 2021.
2. To research and review the University's performance and progress in promoting race equality which will include:
 - i. To review existing quantitative and qualitative data and create new data where possible and practicable.
 - ii. To review policies and practices and, the outcome of policies and practices on race equality at the University.

- iii. To review the results of the staff and student surveys.
 - iv. To initiate and manage other forms of involvement and engagement with staff and students at the University.
3. In reviewing the results of the staff and student surveys and other forms of involvement and engagement, the SAT will commit to:
 - i. Consulting widely with all relevant stakeholders throughout the process and provide regular updates to the University community using multiple channels of communication.
 - ii. Inviting relevant internal and external expertise to attend meetings to help support, guide and inform the action plan and strategies to promote race equality within the University.
 - iii. Encourage Senior Management, Chairs of the Faculties, Heads of Departments and the Warwick Students' Union to take responsibility for ensuring race equality at the University/within their respective areas.
 4. To suggest and initiate events and strategies to promote race equality within the University and its wider setting.
 5. To manage the process of developing SMART (Specific, Measurable, Achievable, Realistic and Time-Bound) actions and to develop a comprehensive action plan which embeds race equality throughout the University's policies and practices with named action owners. The SAT will ensure that an ambitious, wide-ranging and effective application and action plan is produced following consultation and engagement with the University community.
 6. In reaching its decisions and action plan, the SAT will support and promote the values contained in the University's Social Inclusion Strategy, Equal Opportunities Statement, Equality and Diversity Policy and associated policies.
 7. To regularly report progress to the Social Inclusion Committee, the Race Equality Task Force, the University Executive Board and other relevant Committees and to link with relevant University staff and student committees and networks, promoting a two-way channel of communication and engagement.

5. Membership

Professor Mike Shipman (Chair)	Pro-Vice-Chancellor (International)
Jemma Ansell	Projects Officer, Executive Office
Chloe Batten	Education Officer, Warwick SU
Sandra Beaufoy	Equality, Diversity & Inclusion Manager
Natasha Bedford	Physiotherapist, Warwick Sport and Chair, BAME Staff Network
Paul Blagburn	Assistant Director (Outreach)
Mark Hinton	Community Engagement Development Manager
Tiana Holgate	Welfare & Campaigns Officer, Warwick SU
Dr Nicola Hunt	Assistant Registrar (SPD)
Dr Nisha Kapoor	Associate Professor, Sociology
Brian Karanja	Senior Business Analytics Developer
Professor Robin Naylor	Professor, Economics
Ros Roke	Director, Strategic Programme Delivery
Professor Stephen Shapiro	Professor, English
Kulbir Shergill	Director, Social Inclusion
Professor Olanrewaju Sorinola	Associate Clinical Professor, WMS
Karen Terry Weymouth	Strategy Director, HR