

RACE EQUALITY ACTION TEAM

The University is committed to race equality and has spent the past 18 months examining data on staff and student experiences and achievements. We know there are things we could do better in recruiting, retaining and support staff, as well as recruiting and supporting students. We know that our student body is rapidly becoming more diverse culturally and racially – and that a lack of Black and Minority Ethnicity staff and culturally monotone curricula contribute to a lack of “belonging” for some students that affects engagement and attainment.

But we also know that there are lots of ways to improve. We have developed an extensive action plan covering everything from outreach to schools to promotion procedures for staff. We have themes on celebrating and understanding race and ethnicity to ensuring that our harassment and bullying report and support processes are fit for purpose and clearly understood.

Our progress on these actions will be led and overseen by the Race Equality Action Team – RE-Act, led by Professor Ellie Highwood as Dean for Diversity and Inclusion. Key members have already been identified from Student Services, Planning and Strategy Office, Graduate School, HR and RUSU. Now we need to recruit up to 4 other members from across the University to be part of RE-Act for from January 2018 to August 2020 in the first instance. You would be committing to:

- Attending meetings every 2 months, which would receive reports on various actions – reading would be required in advance of these meetings.
- Taking the lead on monitoring the progress of some actions from the action plan – not to actually deliver the actions but to contact those responsible and report back to RE-Act. In some cases this could include using the Race Equality Dash Board to look at changes in e.g. staff data or student achievement (training and support in the use of the dashboard would be provided)
- Promoting and Supporting University events and activities associated with the Race Equality Action Plan.

Previous direct experience in race or ethnicity work is not necessary but familiarisation with or interest in some of the issues, e.g. student attainment gap or university processes e.g. recruitment, staff development, line management would be useful. It is important that this group is representative of all staff across the University and we particularly welcome expressions of interest from Grades 1-5 and minority ethnicity staff.

You will gain experience of working with a cross-institutional group on actions that benefit staff and students across the University. This activity can be used as evidence in citizenship criteria for academic promotion, and as working together and creative solutions for other development opportunities.

We are in particular looking for one of these 4 members to take the lead on “Understanding and Celebrating Race and Ethnicity” which will involve working with a subgroup of colleagues from around

the University to plan and deliver a number of events throughout the year. Some specific events such as Chinese New Year and Black History Month celebrations are already defined, but there is opportunity to shape the direction of these activities in the longer term.

Expressions of interest consisting of a short paragraph covering why you want to be part of RE-Act and what in particular you would bring to the team should be sent to **Ellie Highwood** (e.j.highwood@reading.ac.uk) by **7th December 2018**.

Please make it clear whether or not you are specifically interested in leading the "Understanding and Celebrating" subgroup.