



### Contribution to the New University Strategy

On November 24th 2020, VC Simone Buitendijk gave a talk to Leeds 11, as part of our Leeds 11 Seminar Series. Subsequent to her energising talk, we posed ourselves the question: what does the new **anti-racist** BAME-empowering University look like?

We set ourselves the task of offering timely, pragmatic, sophisticated<sup>1</sup> and sustainable solutions for the new University strategy, as per the core elements of Culture, Community and Impact. Our vision is set out in the table below.

<b>CULTURE – what will distinguish the University of Leeds in how it tackles race and racism?</b>	<b>COMMUNITY – what changes in our community will indicate growth towards an anti-racist University?</b>	<b>IMPACT – what are the implications for governance and infrastructure at the University?</b>
<b>Democracy:</b> there will be accountability of decision-makers and transparency in decision-making at all levels.	Measures affecting BAME staff – issues such as the race pay gap, promotion and progression are all significantly improved in the University in the next 1-5 years.	Establishment of qualitative studies on the race pay gap and the lack of BAME representation in senior levels of leadership.
<b>Race and racism is a standing item</b> on all governance agendas so that its inclusion as part of decision-making from the beginning is inherent in our decision-making culture.	The visibility and audibility of race and racism will be increased at the highest levels of University governance.  The public sector equality duty (PSED) in the Equality Act will be emphasised by the UEG and all committees.	Creation of a University of Leeds annual <b>“Racial Impact Statement”</b> to embed and measure the substance of EDI, including demonstration of how issues are addressed (cases of racism and racial discrimination, promotions, recruitment etc); development of case studies at end of every year; a survey on BAME Staff satisfaction.
<b>Coherence of EDI activities</b> across campus	There will be coherence and clarity in who is responsible for progress on creating the anti-racist University of Leeds.	The University will bring together its pockets of EDI activity across the University - an organogram will show how all activities relate to each other.  Creation of a clear lead co-ordinator for Race and Racism in the university to retain focus on BAME and racism challenges.  Leeds 11 to hold all EDI leaders to account

<sup>1</sup> Simple and streamlined

<p><b>Naturalisation of the presence of BAME colleagues at all levels.</b></p> <p>People of colour are seen in all roles on campus when we walk around. Security on campus is protected for all.</p>	<p>There will be a visibility of BAME staff and students contributions and successes across the campus so that BAME staff and students are not seen as imposters/ interlopers on campus by academic, professional or services staff.</p>	<p>Creation of media and posters on campus and on-line. All employees including security staff are trained in race issues.</p> <p>All white recruitment/ promotion panels will be prohibited. External expertise will be used where necessary to achieve this.</p> <p>A target of 30% BAME representation amongst staff is applied, in line with the % of BAME students on campus.</p>
<p><b>Voice</b> – BAME staff feel able to speak clearly and openly about race and racism to all colleagues at all levels. Uncomfortable conversations are not avoided.</p> <p>There is a culture of care, alongside the duty of care, for the well-being of BAME staff.</p>	<p>Conversations about educating people and raising awareness on race and racism are accompanied by conversations about experiences of racism, discrimination and harassment.</p> <p>In our community all line managers <b>must</b> have EDI training.</p> <p>Bystander training will be delivered regularly and its use promoted.</p>	<p>In-depth training on race and racism will be mandatory for management posts. Line managers will be clear on their duty of care to acknowledge and address racism and EDI issues.</p> <p>Reverse mentoring will be adopted.</p> <p>SRDS/ AAWR forms are amended to include a question on EDI issues (as per the School of Healthcare Studies student evaluation).</p>
<p><b>Decoloniality is intrinsic to our culture</b> and is used to pursue an international agenda, facilitating cross-continental conversations that reflects its many facets beyond the classroom and curriculum, linking past coloniality to our current world.</p>	<p>Decoloniality is discussed in every aspect of campus life – learning, teaching (who and how), staff and student experience (empowerment of BAME students on campus).</p> <p>Reflection on names of buildings on campus - there is not a single building/ space on campus named after a BAME woman or man.</p> <p>Plaques to honour life &amp; contributions of BAME persons on campus and in the region.</p>	<p>EDI should be rebaptised <b>Equality, Decoloniality and Inclusivity</b>.</p> <p>A co-ordinating committee is established to generate and co-ordinate new activities as well as those already ongoing on decolonising the University.</p>

**Signed:**

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Leeds, 04/12/2020

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27/09/22