



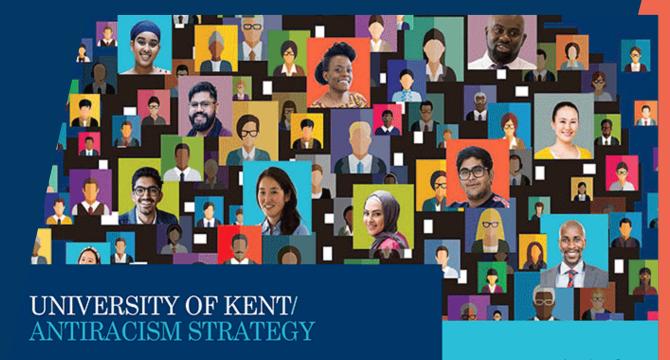
DEVELOPING AANTIRACISM STRATEGY FOR KENT

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OUR VISION FOR ANTIRACISM

The University of Kent will actively dismantle structures which perpetuate racial inequality within our University and strive to become a force for antiracism within our local community and broader society.

Our priority is to work continually to create an environment where racially minoritised students and staff are valued and can achieve their goals. We will continually review and communicate our progress to tackle institutional racism in an ever-changing context.



July 2021



STRATEGIC OBJECTIVES

Accountability

 Require senior leaders to drive, and be accountable for antiracism across the University

Lived Experience

 Listen to, and act on, the lived experience of racially minoritized staff and students

Barriers for students

 Dismantle barriers to racially minoritized students' success and belonging

Decolonise

 Decolonise University teaching, research and partnerships

Barriers for staff

 Dismantle barriers to racially minoritized staff members' success and belonging

Culture

 Embed antiracist behaviours and practises among the University community

Advocate

 Advocate for antiracism locally, nationally, and globally

MEASURING PROGRESS

Foreword Introduction Terminology Our vision for antiracism at Kent Strategic objectives Measuring progress Delivering the strategy Actions

MEASURING PROGRESS

To support accountability and The awarding gap between White and Black; Asian and Other/Mixed ethnicity students assessment, we have adopted seven strategic indicators. The data available to support this is mixed; some are existing The gap between the proportion of White and Black students progressing to postgraduate monitored indicators and others study will require new data collection or analysis. Student satisfaction with teaching and learning and broader student experience, measured They are not the only basis on through analysis of existing student surveys by ethnicity which success should be judged. We recognise that they do not correspond to each objective and Proportion of racially minoritised staff in academic and professional services roles, including that some objectives are best at senior levels (considering intersectionality) measured in other ways. However, alongside other means of evaluation and review, they will enable better accountability, and a The promotion gap between White and racially minoritised staff sense of the extent to which the strategy is or is not working. As part of implementation and The pay gap between White and racially minoritised staff reporting, the University will develop and publish targets against each of these measures. Gaps in White and racially minoritised staff experience and engagement monitored by staff pulse surveys (when mechanisms are in place)

OUR NEXT STEPS

- Engagement, governance and approval
 - JSNCC
 - Today
 - EDI Steering, ASPPB, Senate, Council
- Milestones, actions, and underpinning work and resourcing plans
 - EDI Team
- Relationship with our commitment to the AdvanceHE Race Equality Charter



EQUALITY, DIVERSITY & INCLUSION TEAM

Tanesha Allen EDI Data Specialist



Leading on the design, analysis and reporting of all monitoring data for the use of Kent's Race Equality Charter application. Tanesha will also provide data analysis and advice to support the wider EDI strategic agenda.

Leroy Cohoone

<u>Race Equality Charter</u>

<u>Co-ordinator</u>



Leading the operation, planning and delivery of Kent's Race Equality Charter, co-ordinating across the institution, working closely with the institutional self-assessment team.

Minna Janhonen *EDI Adviser*



Formally the University's Athena SWAN Adviser, Minna is prioritising Kent's submission to the Inclusive Employers Standard benchmarking exercise, alongside advising divisions on their submissions to the Athena SWAN Charter.

Jo Lawton *Interim Head of EDI*



Providing strategic advice, developing and embedding EDI strategy and co-ordinating all EDI initiatives across the protected characteristics and communities at Kent to address issues of systematic discrimination within the structures



