



Staff Conference:

Connect and Collaborate

DEVELOPING AN ANTIRACISM STRATEGY FOR KENT

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.



UNIVERSITY OF KENT/
ANTIRACISM STRATEGY

July 2021

University of
Kent

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
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MEASURING PROGRESS

To support accountability and assessment, we have adopted seven strategic indicators. The data available to support this is mixed; some are existing monitored indicators and others will require new data collection or analysis.

They are not the only basis on which success should be judged. We recognise that they do not correspond to each objective and that some objectives are best measured in other ways. However, alongside other means of evaluation and review, they will enable better accountability, and a sense of the extent to which the strategy is or is not working.

As part of implementation and reporting, the University will develop and publish targets against each of these measures.

- The awarding gap between White and Black; Asian and Other/Mixed ethnicity students
- The gap between the proportion of White and Black students progressing to postgraduate study
- Student satisfaction with teaching and learning and broader student experience, measured through analysis of existing student surveys by ethnicity
- Proportion of racially minoritised staff in academic and professional services roles, including at senior levels (considering intersectionality)
- The promotion gap between White and racially minoritised staff
- The pay gap between White and racially minoritised staff
- 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



Challenging Racism

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
*Race Equality Charter
Co-ordinator*



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



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