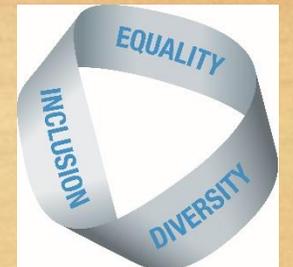


Measuring Racial Equality: Awards and Data as External Markers of Success

Got an REC Award: KU RECM Award 2019;
Lessons Learnt and Notes to Self
Karen Lipsedge, Kingston University

1/27/2020 1





The Race Equality Charter (REC) **What?**

- ✓ Recognition Award
- ✓ Award demonstrates the HEI's commitment to improving race equality for staff and students
- ✓ Provides a framework through which an HEI identifies and self-reflects on institutional and cultural barriers standing in the way of BAME staff and students
- ✓ Requires an HEI to demonstrate its commitment to racial equality for staff and students in 3 key ways

The Race Equality Charter (REC) **Why?**

- ✓ Diversity of Student Body
- ✓ Diversity as an asset not a problem to be fixed

Strategies

- ✓ Closing the BME attainment gap (students)
- ✓ Closing the BME attainment gap (staff)



Reducing staff bme att gap

- by **building equality into a revised academic promotion and progression framework**, focusing in partic on staff at grades 10 and above, and the introduction of leadership and management training for BME staff and a BME mentoring programme were just two components of that strategy.

Lessons Learnt and Notes to Self

- REC Mark is not just for Christmas
- It is all about the Action Plan and ‘buy-in’
- It is challenging; "Diversity work is messy, even dirty, work. Diversity work too generates sweaty concepts, concepts that come out of the effort to transform institutions that are often not as behind that transformation as they appear to be." (Ahmed 2017: 94)
- The ‘danger of a single story’ (Adichie, 2009)
- Use your students
- Keep on running

'danger of a single story' and the need to challenge and disrupt dominant narratives with stories that need to be told.

I would also suggest that you do not forget to use your students as co-creators of an equal institution

Also advise that you consider how you can draw on your strategies for enhancing racial equality for your student population to enhance racial equality for your staff.

- **Keep on running**

Together ...



... We Can

1/27/2020

7