# Race equality strategy

Goal: To achieve race equality through cultural change

Cultural change will depend on the three foundations and five workstreams outlined in the diagram.



### Leadership and strategy

The clear stance that 'structural racism exists at ARU' with a long-term commitment to advance race equality.



Harassment

complaints

process

addressed.

reporting and

Students and staff will

concerns about racial

feel empowered to raise

inequalities or harassment,

knowing that these issues

will be actively and fairly

## CPD/unlearning and conversations

Innovative learning and development opportunities available to all, where members will gain greater racial literacy and feel confident working to become anti-racist.

Race equality achieved through cultural change

#### Role models and HR initiatives

Visibility of Black, Asian and minority ethnic members of the ARU community at all levels. Students and staff will feel represented, positively impacting their academic and career goals.

#### Wellbeing initiatives

Specific strategies will be introduced to support the wellbeing and sense of belonging of Black, Asian and minority ethnic members of our community.

#### **Curriculum change**

Teaching, learning and assessment resources will showcase greater diversity. Fairness in assessment will be reviewed and assured.



Foundations

Workstreams

#### **Diagnosis and data**

Areas for improvement identified across intersections through data analysis, enabling us to prioritise and achieve our goals.



An open culture where race equality is discussed and we actively listen to diverse voices.