Universities UK

2020

[redacted]

The guidance was developed by an advisory group, chaired by Professor David Richardson, Vice-Chancellor of the University of East Anglia.

To address an issue as pervasive as racism and to effect cultural change, [redacted]. Having a strategy for addressing racial harassment and an effective governance structure is essential in setting the foundation for this work.

- ensuring that any response is flexible to deal with a wide range of scenarios, such as staff and students who are away from the university setting, including those working, researching or studying abroad

- ensuring that university services for staff and students, such as those for wellbeing, counselling and careers, are aware of the impact that harassment can have on mental health and wellbeing and that delivery of services is sensitive to the needs of different groups

- improving representation of Black, Asian and minority ethnic staff across the institution, including at senior levels

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The EHRC inquiry and UUK's own research

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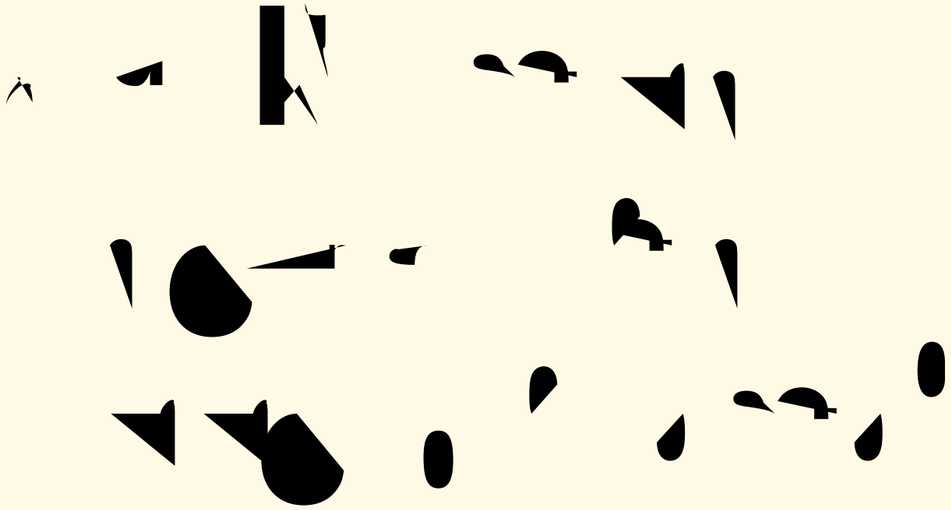
In view of this, the guidance places an emphasis on education and improving racial literacy.

Theme 3

Theme 5



It is vital that universities ensure steps taken in this area drive improvement and positive change. Ongoing evaluation of measures to prevent and respond to racial harassment, informed by success measures agreed at the outset, will support this and inform a cycle of learning and improvement at both an institutional and sector level.

To drive a cycle of continuous improvement, [redacted]. Such evaluations should incorporate the views of students and staff who have used processes such as reporting systems alongside quantitative data.