

Reflecting on 12 months of race equality work at the University of Chester

JUNE 2020

- [Race Equality Challenge Group](#) is established.
- [Race Discussion Board](#) is created.

JULY 2020

- [Teams site for communication with staff](#) is developed.
- Successful staff focus group held with over 50 committed members of staff attending.

SEPTEMBER 2020

- Student event *Raising Our Voices* takes place with over 50 students attending.

AUGUST 2020

- All interviews now include [interview questions on equality and diversity](#).
- All recruiting managers are now encouraged to follow the [Positive Action Guide](#) when recruiting.

OCTOBER 2020

- [Black History month](#) – a calendar of resources is shared with all staff and students and many events take place.

NOVEMBER 2020

- Two videos are filmed and published: [Introducing the Race Equality Challenge Group](#) and [Explaining our student initiatives](#).

DECEMBER 2020

- 10 students are appointed to the role of Race Advocate.

JANUARY 2021

- The Race Advocates are inducted and begin identifying actions and initiatives.

APRIL 2021

- First of 60 training sessions on Race Equality, Microaggressions and White Privilege are delivered.
- Careers and Employability celebrate the impact they have seen of anonymised [Workplace Experience applications](#), resulting in a 15% increase in BAME applications this year compared to last.

FEBRUARY 2021

- Work begins on the recruitment process for a Muslim or Hindu Chaplain to diversify the Chaplaincy team, provide increased diversity in terms of pastoral support and enable us to drive forward changes to Faith Spaces.
- Marketing, Recruitment and Admissions publish the [University's Photography style guide](#).

MARCH 2021

DIVERSITY FESTIVAL 2021

RACE FOR EQUALITY

"All of the sessions were useful. Some were incredibly useful. Some were life changing. ... I got so much out of it."

"The university's E&D approach is really inclusive."

MAY 2021

- [Calendar](#) of events to reflect on a year of race equality work at the university developed.
- Race Equality and Cultural Heritage Staff (REACH) Network established.

"Being an Race Advocate has been a very positive experience, allowing me to become a part of a team driving institutional change. I hope the next cohort of students experiences the best of the University from the work the 2021 Race Advocates have created" Gemma, Student Race Advocate

"I've really enjoyed the Race Advocate role and it's given me a good and a lifetime experience. I know once I leave the University, I'll leave an impact." Bilal, Student Race Advocate

"The University is more pro-active and action focused in responding to Equality and Diversity topical issues. Decolonising the curriculum seems to be promoted much more now than before." Member of staff

"I am impressed by the implementation of mandatory Racial Equality, Microaggressions and Bias training which I have taken part in." Member of staff

"I was pleased to see the introduction of the Race Equality Challenge Group and to be part of this group... it's a positive step." Member of staff

The murder of George Floyd took place on 25th May 2020 and changed the approach, views and feelings about race equality in a way no other event has done before. People have often said that racism and race hate crimes are an American problem, but the Black Lives Matter movement that followed the killing of George Floyd showed that this is not the case. In the last 12 months, race equality issues have filled mainstream UK media more than ever before.



The events of 25th May 2020 and the following BLM movement gave the University of Chester a very clear directive that race equality must move up the agenda and I, as leader of this institution, put my commitment strongly behind this priority. Whilst I recognise we still have a long way to go, I do feel that we have made some very positive steps in beginning to embed some initiatives, actions and changes.

Professor Eunice Simmons, Vice Chancellor

Eunice Simmons



University of Chester

The Race Equality Challenge group are aware that some staff may dislike the term BAME, which stands for Black, Asian and Minority Ethnic and feel that this term does not accurately represent them as individuals. When we use this term, it is aligned with the current terminology for policy making and can be a useful term when we are monitoring and interrogating policy. We do however acknowledge that this can be impersonal and there is a need to disaggregate this when speaking to and about individuals.