

King's Race Equality Action Plan 2019

Executive Summary (June 2020)

Race Equality at King's

King's College London aims to be a first-class employer and educator, providing staff and students with opportunities and environments for them to succeed and thrive. Members of the King's College London community are entitled to equity of opportunity in their workplace and education, regardless of their race or ethnicity.

King's recognises the structural and systemic nature of racism in the UK, Higher Education, and Globally; as an institution, we acknowledge our relationship(s) with race and racism and are committed to eradicating all forms of racism from our university. We are clear: racism will not be tolerated or accepted – anti-racism is core to our university's mission to make the world a better place.

Our Race Equality Action Plan 2019

In February 2019, in line with AdvanceHE's Race Equality Charter, King's developed an extensive action plan to progress race equality for staff and students. This action plan was developed by the Equality, Diversity & Inclusion Team through extensive engagement with approximately 1,600 staff and students (particularly Black and Ethnic Minority communities). This plan was endorsed by the Race Equality Leadership and Action Team, Senior Management Team and our Race Equality Staff Network. We continue to work in partnership with KCLSU to achieve our mutual aims and goals.

The action plan is divided into six sections which seek to strengthen and develop King's governance and capability around race equality and tackle four 'Stubborn Issues' over four years. The successful delivery of King's Race Equality Action Plan is underpinned by three key tenets: Governance, Accountability, and Community voice. Together, these tenets provide and maintain the momentum King's needs to deliver this plan and address racial inequity. The action plan builds on previous iterations (2015 and 2017).

Four Stubborn Issues for Race Equality at King's

Our Four Stubborn Issues have been identified by King's cross-university Race Equality Leadership & Action Team as the result of research and engagement with over 1,600 staff and students. They provide key priorities for transforming staff and student experiences and addressing issues of race equality for our university.

They are:

- Increasing the ethnic diversity of our senior leaders
- Supporting staff and students to sensitively discuss race and racism
- Support for staff and students to identify and report racial microaggressions, and for King's to act appropriately
- Continuing to close King's BME Attainment Gaps and to develop inclusive curricula

Acting on Race Equality

At King's, we recognise that 'it is our deeds that define us'. With regards to race equality, there is only one option: acting with intent and transparency in partnership with our globally diverse staff and student community.

Given the nature of race inequality, this action plan is large and comprehensive. Key commitments have been summarised below.

Flagship action plan commitments delivered since February 2019:

- Establishment of King's first Race Equality Board to govern our progress towards race equity, including lay membership.
- Implementation of a new Equality, Diversity & Inclusion operating model, embedding a practitioner in each academic faculty.
- Creation of a post-doctoral research fellowship to explore King's historic links to the trans-Atlantic slave trade.
- Commission of research to uncover the hidden and erased contributions of BME people to our university, and academic disciplines.
- Engagement with King's 100 to understand student perspectives of micro-aggressive behaviours and co-create bespoke solutions for our university and context.
- Further development of Dignity at King's, our programme of work to tackle bullying, harassment, sexual misconduct, discrimination and hate crime at King's.
- Recruitment of Inclusive Education Partners (staff and students) to support faculties in closing their attainment gaps.
- Delivery of a programme of community-led Conversations About Race, bringing together approximately 180 staff and students.

Flagship action plan commitments to be delivered:

- Continuing to build on, and develop the activity set out above.
- Conducting a comprehensive review of King's staff recruitment and selection processes.
- Reviewing our existing policy/guidance/systems to better identify, track, and respond to microaggressions at King's.