

Open letter to:

Rt. Hon. Michelle Donelan MP Minister of State for Universities; Universities UK; funders of higher education institutions; learned societies & higher education membership bodies

CC.: AdvanceHE, Office for Students

We are a group of Black, Asian and minority ethnic academics, students, professional support staff who work or have recently worked in UK higher education. The group includes highly respected and well-known scholars of science, law, politics, business and social justice.

We note that a number of UK higher education institutions have used the occasion of the brutal murder of George Floyd to publish statements indicating their commitment to the Black Lives Matter movement.

We are aware of and welcome efforts by the sector to address racial harassment and narrow the gap in degree outcomes between white students and those from Black and minority ethnic backgrounds. However, while these and other racial inequalities remain, statements that Black lives matter can at best be regarded as tokenistic and superficial.

The sector has, to date, been overly optimistic in its assessment of the extent of the problem, it has been slow to act and, where action has been taken, it has failed to seriously engage with the systemic and structural nature of racism.

We believe the groundswell of protests in the US and the UK represent a crucial moment for us - as people directly affected by these issues - to call on the sector for help in eliminating racism. Specifically, we request that:

Culture & understanding

1. Committees, boards or advisory groups set up, whether locally or at a national level, to address racism and racial harassment must be led by and made up of those with first-hand experience of these issues or expertise in the area. Where this is not the case, white colleagues must have received coaching on antiracist practice and have the confidence of Black and minority ethnic groups to work in this capacity.
2. Any training and development programmes focused on pedagogy and leadership include, as central components, considerations of racial justice and that criteria about these be included in applications for promotion or appointment to managerial roles.

Training

1. While useful in some areas, we note the EHRC's reservations that unconscious bias training is unlikely to be effective in addressing fundamental matters of racial inequality.

Moving forward, race equality training programmes engaged by HEIs must include as central components topics on institutional racism, white privilege and power and racial microaggressions.

Hiring

1. The nature of feedback to unsuccessful applicants should contain specific and useful information that can usefully shape their career development and their personal grading sheets made available without redaction.
1. Where universities make use of executive search firms, they should have demonstrable expertise in diversity and inclusion and, be purposeful about including suitably qualified Black, Asian and minority ethnic candidates in shortlists.
1. Universities should publish by ethnicity, data on candidates who have applied for, been shortlisted and successful in securing senior appointments on an annual basis.
1. That where racial disparities have been identified, universities make use of positive action measures, as permitted under the Equality Act 2010, in order to help reduce them.

Promotion & progression

8. Current systems of promotion and progression disadvantage Black and minority ethnic scholars. We call for the government to lead the sector in:
 - a. agreeing and publishing specific criteria aimed at reducing opaqueness and increasing transparency and fairness in the process
 - b. calling for all HEIs to have established an appeals' process that operates independently of selection committees
 - c. ensuring that universities make public the number of Black and minority staff achieving promotion and/or progressing each academic year and state actions to improve this

Funding Bodies & Learned Societies

1. Funding bodies should make public the number of applicants for awards and/or grants by ethnic group and, of these, the number who are successful and make public actions to address any disparities.
2. Funding bodies should introduce specific criteria for universities applying for grants to demonstrate how the institution is advancing racial justice.
3. Learned and membership societies should publish their membership by ethnic group and, where applicable, the make-up of prestigious positions such as Fellows and make public actions to address any disparities.
4. Learned societies and membership bodies should proactively and explicitly work towards advancing racial justice across their disciplines and make these actions publicly known.
5. Funding bodies, learned societies and membership bodies should also scrutinise the ethnic profile of their own work force and be explicit in how their employment practice advances racial justice.

Racial pay gap

11. We call on institutions to publish data pertaining to the racial pay gap by grade and show how this data intersects by gender.

Workload

12. Workload models ignore the additional burdens and responsibilities placed on Black, Asian and minority ethnic scholars. We invite conversation about this at sector level with the view that actions which emerge ensure a workload model which better captures and values the hidden labour of these scholars.

Scrutiny, rigour & implementation

13. Where it does not negatively impact on the experiences of particular individuals or cause breach of GDPR, we call for all public data to be disaggregated by ethnic group. It is limiting and not sufficient to group our experiences under the homogenising and alienating term 'BAME'.
14. The sector should not be its own arbitrator of racial justice. We call on the government to make available ring-fenced funding for the EHRC to oversee the implementation of the afore-mentioned actions, to identify any further disparities in experiences and outcomes, and to work with relevant parties, including the Office for Students, to ensure their implementation.

Sincerely

Dr Keston Perry
Dr Richard Itaman
Dr Nicola Rollock
Angelique Golding

List of signatories and allies

1. Professor David Gillborn, University of Birmingham
2. Claire Herbert
3. Mr Fadil Elobeid, SOAS, University of London
4. Dr Vanja Hamzić, SOAS, University of London
5. Dr. Hanna Szymborska, Birmingham City University
6. Dr. James Eastwood, Queen Mary University of London
7. Professor Malcolm Sawyer, University of Leeds
8. Dr Kobil Ruziev, UWE Bristol
9. Marah Hampton, independent
10. Prof. Gilbert Achcar, SOAS, University of London
11. Prof. Rhiannon Turner, Queen's University Belfast
12. Prof. Patricia Kingori, University of Oxford
13. Darren Chetty, UCL
14. Dr Farwa Sial, University of Manchester
15. Amy Huynh, SOAS University of London
16. Christine Gibson, SOAS University of London
17. Dr Jo Tomkinson, SOAS University of London
18. Dr Paul Gilbert, University of Sussex
19. Prof. Adrienne D. Dixson, University of Illinois at Urbana-Champaign, USA

20. Prof. David Olusoga, University of Manchester
21. Prof. Dorothy Monekosso, Leeds Beckett University
22. Prof. Dr. Arshin Adib-Moghaddam, SOAS, University of London
23. Suzana Marie, Internships Officer, SOAS University of London
24. Prof. Patricia Daley, University of Oxford
25. Dr. Tolulope Eboka, SOAS University of London
26. Prof. Farah Karim-Cooper, Shakespeare's Globe and King's College London
27. Dr. Nimi Hoffmann, University of Sussex
28. Prof. Kwame Akyeampong, University of Sussex
29. Prof. Yusuf Sayed, University of Sussex
30. Dr. Angus McNelly, Queen Mary University of London
31. Dr. Aneeqa Khan, University of Manchester
32. Charlotte Young, Queen Mary University of London
33. Dr Isra Black, University of York
34. Dr. Jonathan Ward - King's College London
35. Carly Stevenson, University of Sheffield
36. Dr Jo Brown, University of Bristol
37. Lillian Wilkie, LCF University of the Arts London
38. Dr. Yassin Brunger, Queen's University Belfast
39. Dr. Paul O'Connell, SOAS University of London
40. Dr. Anne van Dongen, University of York
41. Dr Fiona Anderson, Newcastle University
42. Dr. Jill Reese, University College London
43. Dr Lucy Cooker, University of Nottingham
44. Rachel Thompson, Swansea University
45. Prof. Bob Jessop, Lancaster University
46. Ian Smith, University of the West of England
47. Prof. Jonathan Hardy, LCC, University of the Arts London
48. Dr Alexandra Kingston-Reese, University of York
49. Dr. Holly Craven, University of Cambridge
50. Dr Ben Cranfield, Senior Tutor, Curatorial Theory and History, Royal College of Art,
51. Dr Sophie van Huellen, SOAS University of London
52. Dr Joanna Wharton, Birkbeck University of London
53. Dr Émeline Favreau, University College London
54. Milly Jenkinson, Independent
55. Dr Sara Maioli, Newcastle University
56. Graham Scott, Glasgow Caledonian University
57. Dr Godofredo Enes Pereira, Royal College of Art, London
58. Dr Noreen Mdege, University of York
59. Dr Monika Kukolova, University of Manchester
60. Dr Alen Toplišek, King's College London
61. Dr Bethan Harries, Newcastle University
62. Mx Joanna Harley
63. Dr Gaston Yalonzky, University of Leeds
64. Dr Reinhold Heinlein, University of the West of England
65. Dr Gemma Bale, University College London
66. Mr Richard Carabine, Birkbeck, University of London
67. Dr Jon Dean, Sheffield Hallam University
68. Siri Nylund, University College London
69. Prof. Graham Smith, Newcastle University.
70. Dr Ismail Adelopo UWE
71. Kathryn Singh B.E.M, FRSA
72. Valeria Racu, Co-President Welfare & Campaigns, SOAS Students' Union
73. Dr Merav Amir, Queen's University Belfast
74. Dr Leonie Hannan, Queen's University Belfast
75. Tanveer Ahmed, Royal College of Art
76. Mel Jones, Postgraduate Researcher, University of Leicester
77. Dr Sally Palmer, University of Exeter

78. Ms Alexandra Burton
79. Professor David Owen, University of Southampton
80. Dr Mark Bould, UWE Bristol
81. Dr Jayanthi Lingham, University of Warwick
82. Catarina Alves, University College London
83. Dr Emma Sheppard, Coventry University
84. Dr Alicia Spencer-Hall, Honorary Research Fellow, Queen Mary, University of London
85. Dr Jeff Powell, University of Greenwich
86. Dr Alison Atkinson-Philips, Newcastle University
87. Dr Rosa Ainley, Royal College of Art
88. Erin Hengel, University of Liverpool
89. Prof. Jo Winning, Birkbeck, University of London
90. Ms Uma Zalakain, University of Glasgow
91. Dr Navjot Sangwan, University of Greenwich
92. Alex Kirby-Reynolds, University of Sheffield
93. Dr. Denise Kwan, University of the Arts
94. Dr Ruth Lang, UAL
95. Dr Marina Vishmidt, Lecturer, Goldsmiths, University of London
96. Sarah Bernstein, University of Edinburgh
97. Dr Nithya Natarajan, King's College, London
98. Emma Johnson, doctoral researcher, University of Sheffield
99. Dr Mirjam Brusius, GHIL
100. Miss Bridie V Davies - University of East Anglia
101. Giosuè Fabiano - The Courtauld Institute of Art
102. Charlotte Grace, RCA
103. Maria Costa Castro, SOAS University of London
104. Carolyn Clewer, Senior Lecturer UAL
105. Sarah Appleby, University of Edinburgh
106. Dr Keira Williams, Queen's University Belfast
107. Dr Dom Jackson-Cole, SOAS University of London
108. Dr Dina Zoe Belluigi, Queen's University Belfast
109. Dr Saeed Zeydabadi-Nejad, SOAS, University of London
110. Dr Hannah Leach, Newcastle University
111. Dr Alberto Botta, University of Greenwich
112. Dr. Arthur Loureiro, University College London
113. Dr Adriana Suarez-Delucchi, University of Bristol
114. David Morris, University of the Arts London
115. Dr Jennifer Hough, SOAS University of London
116. Dr Mary Madden, University of York
117. Dr Jin H Chan, University of Greenwich
118. Tsitsi Fred LCF, University of the Arts London
119. Dr Robbie Duschinsky, University of Cambridge
120. Professor Alison Phipps, Sussex University
121. Andrew Swan, University College London
122. Dr Annie Goh, University of the Arts London
123. Professor Eugene Oteng-Ntim, King's College London
124. Professor Louise Mallinder, Queen's University Belfast
125. Dr Itay Lotem, University of Westminster
126. Dr Carolyn Sissoko, University of the West of England
127. Professor Emeritus Phil Scraton, Queen's University Belfast
128. Dr David Grundy, University of Warwick
129. Dr. Waseem Yaqoob, Queen Mary University of London
130. Naomi Pearce, Royal College of Art
131. Salomé Letter, Postgraduate researcher, Queen Mary University of London
132. Dr David Butler, University of Manchester
133. Sean Heron, Queen's University Belfast
134. Ms Michela Carraro - University of the Arts London
135. Dr Adotey Bing-Pappoe, University of Greenwich
136. Dr Louise Chambers, Goldsmiths College, University of London
137. Dr Benjamin Bland (Queen Mary, University of London & University of Hertfordshire)

138. Professor Shadd Maruna, Queen's University Belfast
139. Alice Richardson - University of the Arts London
140. Sky Herington, University of Warwick
141. Mizan Rehman, University of West of England
142. Nina Trivedi , Royal College of Art
143. Ioana Cerasella Chis, University of Birmingham
144. Gideon Woldeslassie, Queen Mary University of London
145. Amanda Griffiths- University of the Arts London
146. Layla al-Khatib, PhD Student, QMUL
147. Dr Harriet Barratt, University of Sussex
148. Dr Louise Garrett, Central Saint Martins, University of the Arts London
149. Dr. Sharri Plonski, Queen Mary University of London
150. Dr Ryan Burns, University of Brighton
151. Dr David Cunningham, University of Westminster
152. Fiona MacNeill, University of Brighton
153. Kyran Joughin, University of the Arts London
154. Professor Vicki Squire, University of Warwick
155. Emily Pfefer, Teaching Fellow, Queen Mary University of London
156. Helen Dixon, IDS, University of Sussex and University of Brighton.
157. Martin Harracá - University of Surrey
158. Dr Bruno Bonizzi, University of Hertfordshire
159. Ms Maxine Thomas-Asante, SOAS Students' Union
160. Megan Archer, University of Brighton
161. Professor Graham Smith, University of Westminster
162. Dr Anthony Faramelli, Goldsmiths University of London
163. Muhammad Surya Anindita, University of Sheffield
164. Katie Gambier-Ross, PhD Student, University of Edinburgh
165. Dr Candice Majewski, The University of Sheffield
166. Dr Thomas MacManus, Queen Mary University of London
167. Ciara J. McHugh, Queen's University Belfast
168. Akhila K Jayaram, PhD Student, University of Cambridge
169. Mr Reece Gordon Withers, University of Northampton
170. Pedro Mendes Loureiro, University of Cambridge
171. Dr Sarah Hudspith, University of Leeds
172. Egle Trezzi, Goldsmiths , University of London
173. Dr Tristram Wyatt, University of Oxford
174. Mr. Muna Ngenda, SOAS University of London
175. Dr Sara Gorgoni, University of Greenwich
176. Lucy Kneebone, Queen Mary University of London
177. Dr Sam Giles, University of Birmingham
178. Mr Joel Thomson, University of Westminster, London
179. Mr Charles Vincent, PhD Student, Durham University
180. Muireann O'Dwyer, University of Warwick
181. Prof. James Dickins, University of Leeds
182. Dr Jo Smith Finley, Newcastle University
183. Dr Jane Lethbridge, University of Greenwich
184. Jessica Jacobs Queen Mary University of London
185. Dr. Jamie J. Hagen, Queen's University Belfast
186. Adelheid Russenberger, Queen Mary University of London
187. Dr Jonathan Preminger, Cardiff University
188. Valentina Ravaglia, University of the Arts London
189. Prof Richard Dickens, University of Sussex
190. Dr William Pettersson, University of Glasgow
191. Dr. Furaha Asani, University of Leicester
192. Dr Daniel Roberts, Queen's University Belfast
193. Elizabeth Green UWE
194. Dr Alice Corble, University of Sussex
195. Dr Elisa Van Waeyenberge, SOAS University of London
196. Dr Andrew Princep, University of Oxford
197. Hannah Piercy, Durham University

198. Prof. Diamond Ashiagbor, University of Kent
199. Dr. Anne-Marie Angelo, University of Sussex
200. Jennifer Martin, Royal College of Art and London College of Communication
201. Dr. Idris Ajia, University of Southampton
202. Dr. Sebastian Groh, University College London
203. Dr Nicholas Lawrence, University of Warwick
204. Hanna Akalu, PhD student, Glasgow Caledonian University
205. Dr Caroline Muellenbroich, University of Glasgow
206. Dr G Saldanha, University of Birmingham
207. Michaela Crimmin, Royal College of Arts and University of the Arts London
208. Dr Elisa Adami, Royal College of Art and Kingston University
209. Professor Fareda Banda, SOAS, University of London
210. Prof. Laura Cull Ó Maoilearca, University of Surrey
211. Dr Dalene Swanson, University of Stirling
212. Dr Izzy Jayasinghe, The University of Sheffield
213. Dr Michael Barany, University of Edinburgh
214. Dr. Eric Ruto, University of Lincoln, UK
215. Dr Akshi Singh, Queen Mary University of London
216. Kennedy Sigodo, PhD Student, Glasgow Caledonian University
217. Theano Pavlidou, University of York
218. Natasha Henry, Birmingham City University
219. Prof. Udy Archibong, University of Bradford
220. Prof Paola Manzini, University of Sussex
221. Laura Comincini, University of Glasgow
222. Dr Ben Hunter, University of Sussex
223. Dr Ben Radley, London School of Economics
224. Brittney Nathaniel, PhD student, University of Glasgow
225. Dr Simon Layton, Queen Mary University of London
226. Fiona Rose, University of York
227. Dr Jules Holroyd, University of Sheffield
228. Lucy Atkinson, University of Roehampton
229. Professor Rachel Oliver, University of Cambridge
230. Dr Kitt Price, Queen Mary University of London
231. Dr Tolulope Eboka, SOAS University of London
232. Glenn Lauren (Glennie) Moore, SOAS University of London
233. Emily Baldwin, University of Leicester
234. Alice Beck, PhD, The University of Bristol
235. Dr Chris Moffat, Queen Mary University of London
236. Dr Sara le Roux, Oxford Brookes University
237. Annie Richardson University of Brighton
238. Dr Rebecca Arnold, Courtauld Institute of Art
239. Dr Collin Constantine, SOAS University of London
240. Hana Husain, University of Bradford
241. Dr Giorgos Gouzoulis, University College London
242. Dr Alexander Guschanski, University of Greenwich
243. Ed Kiely, PhD candidate, University of Cambridge
244. Dr Gemma Mitchell, University of York
245. Rehana Zaman, Goldsmiths, University of London
246. Dr Matthew Cole, University of Leeds
247. Dr Bipasha Ahmed, Glasgow Caledonian University
248. Dr Karsten Kohler, King's College London
249. Prof. Olivette Otele, University of Bristol
250. Dr Jo Lumley, University of Sheffield
251. Prof. Stephen Eichhorn, University of Bristol
252. Mel McKenna, Glasgow Caledonian University
253. Dr Anna Cupani, Imperial College London
254. Dr. Mary V. Wrenn, U. of the West of England
255. Pericles asher Rospigliosi, Brighton Business School
256. Dr Nathaniel Weiner, University of the Arts London
257. Emma Briggs, Glasgow Caledonian University

258. Dr Deborah Russell, University of York
259. Dr Rebecca Fraser, University of East Anglia
260. Dr. Cléo Chassonery-Zaïgouche, University of Cambridge
261. Inga Fraser, Royal College of Art and Tate
262. Frances MacInnes, Glasgow Caledonian University
263. José Vinevala, PhD Student, Glasgow Caledonian University
264. Andrea Francke, University of the Arts, London
265. Gerrie van Noord, PhD Student, Birkbeck, VL, Royal College of Art
266. Kimberly Hovish, SOAS University of London
267. Prof Ross Balzaretti, University of Nottingham
268. Dr Ying Lia Li, University College London
269. Sean Heron, Queen's University Belfast
270. Tracy Banton, Independent
271. Dr. Suchitra Sebastian, University of Cambridge
272. William Crosby, Anglia Ruskin University
273. Dr Natasa Mavronicola, University of Birmingham
274. Rob Calvert Jump, University of Greenwich
275. Hannah Gracher, University of Glasgow
276. Dr Emma Kennedy, University of Greenwich
277. Stefanie Felsberger, PhD Student, University of Cambridge
278. Prof Ozlem Onaran, University of Greenwich
279. Dr Emanuele Lobina, University of Greenwich
280. Erum Dahar, SOAS University of London
281. Andonea Dickson, PhD Candidate, Queen Mary University of London
282. Dr Kesi Mahendran, The Open University, UK
283. Kelly-Jo Bluen, London School of Economics
284. Patricia Tuitt, Independent Legal Academic
285. Divya Desa, MA Student, University College London
286. Dr Euan McCartney Robson, University College London
287. Dr Yael Navarro, University of Cambridge
288. Caleb Day, PhD researcher, University of Durham
289. Dr. Panagiotis Spanakis, University of York
290. Dr Sara Stevano, SOAS University of London
291. Dr Erinma Ochu, University of Reading
292. Caroline Ward, Wellcome
293. Professor Lindiwe Dovey, SOAS University of London
294. Professor Madeleine Arnot, University of Cambridge
295. Dr Tom Hulme, Queen's University Belfast
296. Brian Zhang, PhD student, University of Oxford
297. Dr Heather Johnson, Queen's University Belfast
298. Deirdre Troy, PhD candidate, Queen Mary University of London
299. Hope Bretscher, University of Cambridge
300. Dr Jane Khawaja, University of Bristol
301. Anne Löscher, PhD researcher, University of Siegen, Visiting Researcher, University
of Leeds
302. Ted Hewitt, University of York
303. Julian Boys, SOAS University of London
304. Dr Mark Summerfield, University of Birmingham

