

Further Suggestions and Resources

This document provides further suggestions, information and resources related to the article Laland KN 2020. Racism in academia, and why the 'little things' matter. *Nature* 584 (7822) 27 August 2020. The below materials have been compiled from diverse Equality, Diversity and Inclusion resources and Race Equality Charter applications with a view to encouraging and sharing good practice. They are biased towards actions that could feasibly and practically be implemented by well-motivated individual(s), even if those individuals do not hold positions of authority in their university, department, unit or society. Further actions, **shown in red**, will most likely require implementation at an institutional level by individuals in positions of responsibility, although other individuals may wish to lobby for such action(s) to be taken.

1. PRACTICAL SUGGESTIONS TO HELP REDUCE RACISM IN ACADEMIA

INCREASE AWARENESS

- Give tutorials to undergraduates on unconscious bias, research bias, and the benefits of a diverse team
- Create opportunities for conversations on racism for staff and students and be willing to listen
- Make diversity training for all staff and students compulsory
- Review curriculum to ensure that ethnic minority academics are fairly represented, that no individuals feel excluded, and that accounts of the history of the field/topic acknowledge how it has been influenced by colonialism and the exclusion or exploitation of specific ethnic groups
- Insist on BAME staff and student representatives on relevant committees
- Provide workshops and training on racism and ethnicity
- Commit to a minimum number of ethnicity related events per annum
- Research the history of the institution in relation to racism, colonialism and other acts that have disadvantaged, and continue to disadvantage, or exploited specific groups and minorities, and consider taking reparative action (e.g., via scholarship)
- Invite speakers with research expertise on racism in Higher Education to give seminars and workshops.
- Compile data on the representation of ethnic groups amongst staff and students, and in applications and admissions, and implement actions (including those listed here) to redress underrepresentation
- Compile data on ethnicity pay and promotion gaps, and on incidences of racial discrimination and harassment, and implement actions (including those listed here) to redress gaps and concerns
- Require all staff and students to undertake unconscious bias training
- Require search committees to take recruitment and selection training
- Stress diversity and inclusion in staff and student inductions, outlining support structures for minorities
- **Apply for a Race Equality Charter Award**

PROVIDE SUPPORT

- Develop effective procedures for the reporting of bullying, prejudice and racial harassment in the workplace, and provide suitable support to the complainant
- Provide an ethnicity equality champion in your department/unit who can seek to implement antiracism actions, and to whom BAME Staff and students can approach for support
- Encourage student applications by involving current BAME students in Open Days
- Time compensate ethnic minority staff for additional commitments with a workload model
- Create an antiracist 'ally group' so that staff and students from ethnic majority groups can participate in awareness campaigns and promote antiracism in the institution, and provide training courses on active bystandership and antiracist allyship
- Ensure that social or networking events within academic departments/units are inclusive

- Create working groups both within the institution and within departments/units that devise new actions relevant to reducing racism and increasing antiracism
- Celebrate and support national events, such as Black History Month (e.g. by holding talks, workshops and other events)
- Ensure that students and staff from ethnic minority groups are appropriately visually represented in communications and recruitment materials, without giving a distorted impression of diversity
- Be willing to provide apologies for past failures of the institution to provide support to minority groups, and for the historical exploitation or marginalization of specific ethnic groups
- Set up ethnic minority staff and student networks, and alumni societies
- Provide an ethnic minority counsellor in student advice and support centres
- Address the BAME pay and promotions gaps
- Establish an ethnic minority mentoring scheme, or schemes

DELIVER OPPORTUNITIES

- Develop robust, fair and transparent procedures for recruitment, for instance, deploying a recruitment checklist requiring all job ads also to target minorities (e.g. [DiversifyEEB](#), [BAMERecruitment](#))
- Commit to all recruitment panels having at least one person from an underrepresented minority group on the panel, using paid external panel members if required
- Use traditional and social media to engage with underrepresented groups and enhance recruitment
- Require a positive action statement in job adverts (e.g. "The University actively supports equality, diversity and inclusion and encourages applications from all sections of society", University of Cambridge)
- Adopt guidelines for the organization of diverse conferences and workshops (for example, see <https://synergy.st-andrews.ac.uk/bio-equalityanddiversity/biology-activities/>)
- Provide funds for underrepresented groups to attend conferences and workshops
- Invite ethnic minority academics to give seminars
- Develop and/or adopt name-blind procedures for admissions, applications and submissions of grants and papers
- Organize extra recruitment events (e.g. summer schools and open days) for students from ethnic minority groups.
- Commit to targets for increasing representation amongst underrepresented minorities
- Involve current students from underrepresented minorities in recruitment events, ensuring that these students are compensated for their time
- Provide funding for BAME staff to attend leadership training schemes (e.g. the Advance HE Diversifying Leadership programme <https://www.advance-he.ac.uk/programmes-events/development-programmes/new-to-leading/diversifying-leadership>).

MAKE ROLE MODELS VISIBLE

- Organize a prestigious annual public lecture given by a BAME researcher
- Research the achievements of ethnic minority staff and students in the institution/department/unit (historical and recent) and provide a description celebrating these achievements (e.g. on website)
- Nominate worthy recipients from ethnic minorities for prizes and honorary degrees
- Appoint ethnic minority staff to senior positions
- Commit to having ethnic diversity of membership of key university-level committees and decision-making groups
- Name rooms or buildings after BAME academics

2. SHARING GOOD PRACTICE

Further examples of good practice can be found in the action plans of institutions holding Race Equality Charter Awards:

- Abertay University: <https://www.abertay.ac.uk/about/the-university/governance-and-management/equality-and-diversity/charter-marks/race-equality-charter-mark/>
- Keele University: [https://www.keele.ac.uk/equalitydiversity/equalityawards/raceequalitycharter/recsubmission/Redacted Keele REC Application.pdf](https://www.keele.ac.uk/equalitydiversity/equalityawards/raceequalitycharter/recsubmission/Redacted%20Keele%20REC%20Application.pdf)
- King's College London: <https://www.kcl.ac.uk/hr/diversity/gender-and-race-equality/race-equality-race-equality-charter-mark>
- Kingston University London: <https://www.kingston.ac.uk/aboutkingstonuniversity/equality-diversity-and-inclusion/race-equality-charter-award/>
- University of Oxford: <https://edu.admin.ox.ac.uk/race-equality-charter>
- University of East London: <https://www.uel.ac.uk/about/about-uel/professional-services/hr/equality-and-diversity/race-equality>
- University of Hertfordshire: <https://www.herts.ac.uk/about-us/equality-and-diversity/race-equality-charter-mark>
- University of Manchester: https://www.staffnet.manchester.ac.uk/media/corporate/staffnet/services/equality-and-diversity/content/files/UoManchester_BronzeRECFeb2019.pdf
- University College London: <https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/equality-charter-marks/race-equality-charter>
- University of Cambridge: <https://www.race-equality.admin.cam.ac.uk/strategic-initiatives-overview/race-equality-charter>
- Royal Holloway: <https://intranet.royalholloway.ac.uk/staff/your-employment/human-resources/equality-and-diversity/race-and-ethnicity-race-equality-charter.aspx>
- Staffordshire University: https://www.staffs.ac.uk/support_depts/equality/issues/race/charter/index.jsp

These links provide further suggestions for academics and for Higher Education.

3. OTHER RESOURCES

More general anti-racism resources can be found at bit.ly/ANTIRACISMRESOURCES.

ACKNOWLEDGEMENTS

I am grateful to Gillian Brown, Lynn Chiu, Sascha Hooker, Jurin Katayama, Rachel Kendal, Claire Laland, Zoe Nengite, Gurchathen Sanghera and Tobias Uller for helpful comments on drafts of this article, and for suggested actions.

Kevin N Laland.
School of Biology,
University of St Andrews, Fife KY16 9TF,
United Kingdom.
kn11@st-andrews.ac.uk

KNL Updated 19 Aug 2020