

## Race Equality Charter (REC)

### Mission statement

Using an anti-racist lens, to tackle institutional racism and racial inequality through identifying and challenging the structural, cultural and other barriers, practices and discourses at the University of Sussex.

### Terms of Reference

- 1) To identify, acknowledge and address the structural processes that produce and reproduce racial inequalities in our institution
- 2) To facilitate and challenge ourselves as a university community as to how we meet the commitments and principles of the REC
- 3) To discuss and comment on relevant data to identify key findings, gaps, trends, analyses and areas that require further action and intervention
- 4) To identify good practice across the University and the sector more generally
- 5) To bring about lasting change that tackles structures and cultures of institutional racism that disadvantage BME students and staff at Sussex
- 6) To challenge and dismantle the structures that benefit and enable white privilege
- 7) To agree an action plan that spans the institution
- 8) To create structures conducive to addressing incidents of racism, racist hate crime and discrimination, and investigate the barriers that prevent trust in the reporting of racism at Sussex
- 9) To establish a large, diverse, cross-campus network of committed individuals who want to collaborate to achieve the aims of the REC Self-Assessment Team
- 10) To listen and uphold the voices of BAME staff and students at Sussex

### The REC Self-Assessment Team (SAT) as of September 2022

**Chair:** David Ruebain, Pro Vice Chancellor Culture, Equality & Inclusion

**Deputy Chair:** Dr Naaz Rashid, Lecturer in Media and Cultural Studies

**Secretary:** Corinna Hattersley, Equality Charter Manager

Jayne Aldridge, Director of Student Experience

Professor Gurminder Bhambra, Professor of Postcolonial and Decolonial Studies

Professor Robin Banerjee, Head of School Psychology

Charlotte Littlejones, Senior Communications Manager

Monique Forbes-Broomes, Student Engagement Manager, USSU

Aaron Williams, Diversity, Access & Participation Officer, SU (tbc)

Riko Kunisue, International Officer, SU

Cathy McDonnell, Assistant Director of HR, OD, Culture and Wellbeing

Alexandra Obeng-Gyabaa, PhD representative

Isobel Pearce, Assistant Director HR Culture, Equality & Inclusion (Head of the EDI Unit)

Fray McNulty, Planning Officer

Rachel Gould, Lead Student Adviser

Gayemarie Crane, Trade union nominee

This group will meet termly, with the option to meet at short notice in urgent situations.

There are three sub-groups of the REC SAT with members beyond the core SAT:

- Student Experience
- Staff Experience
- Culture

The REC SAT, via the Chair, reports to the University Executive Group (UEG).