

The Student Unions' Vision

Our expectations:

- Take an institution-wide coordinated approach.
- Centre black students' and staff experiences when implementing solutions.
- Source appropriate expertise.

Decolonise Education

We would like to motivate the University of York:

- To explicitly recognise and address the BAME attaining/awarding gap in the Equality, Diversity and Inclusion Strategy (i.e: employing BAME students that advocate to support an institutional objective to reduce the attainment gap).
- To set a target to eliminate its attainment differential by 2022 and to conduct an investigation report into the BAME awarding gap and publicly publish this alongside a set of recommendations on how they are going to improve it.
- To look where BAME students are under-represented in the postgraduate student population, consider engaging undergraduates and decliners to understand the barriers to progression that need addressing.
- To monitor the impact of curriculum reviews on BAME students' engagement.

Decolonise the Community

We encourage the University of York to:

- To ensure safeguarding and support for students reporting harassment and hate crime at University, BAME staff members in OD&D and other support services (specifically looking at racial microaggressions reporting system).
- To ensure this work is produced with PoC and for PoC, working with staff, students, BAME networks and representation groups.
- To develop a report that disaggregates experiences in the "BME" category and provides clear recommendations for action prioritized by the staff and students affected informing the senior team decisions.
- For the University team to attend unconscious bias training and development programmes for their senior leaders and decision-makers, within both academic faculty and professional services. These training sessions will need to be developed to understand structural inequality with a specific focus on race and disability, and masterclasses to assist senior managers in identifying how to address race inequality at both the institutional level and in their specific areas of work.
- To centre BAME students as a core part of their institutional strategy.



- To incorporate race equity training into induction for all students.

Decolonise the Institution

We demand the University of York to:

- Become a member of the [Race Equality Charter](#).
- To undertake external equality gap audits and eliminate all gender and race pay gaps within two years.
- Create BAME and gender-specific leadership opportunities and programmes (i.e: by recruiting a PVC Inclusion that sits on the executive team and to contract a permanent Race Equality and Diversity Coordinator).
- Publish all gender and race-related metrics
- To publish a detailed anti-racist actions plans that can be scrutinised and improved by the university community. These action plans need to be fully cost and must come with sensible timeframes.