



Dear Colleague,

In 2016, Bournemouth University made a clear and unequivocal commitment to racial equality when it became a member of the Race Equality Charter (REC). The Race Equality Charter is an initiative of the Equality Challenge Unit, which also has oversight of the Athena SWAN Charter that seeks to advance gender equality in UK higher education. Racial inequalities are a significant issue across the sector. In developing solutions to racial inequalities, it is important that we aim to achieve long-term institutional culture change. In developing our new BU2025 strategic plan, we have embarked on this process of self-reflection. As well as responding to feedback by including inclusivity amongst our values, BU2025 underlines our commitment to enriching society. One of the most significant ways we can achieve this is by making a contribution towards addressing racial inequality.

The Race Equality Charter “provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic staff and students. Member institutions develop initiatives and solutions for action, and can apply for a Bronze or Silver REC award, depending on their level of progress.” We are preparing to apply for the Bronze REC award in early 2019. The work to support this will help us to understand how racial inequality impacts on the life and work of every member of the BU community, students, academic staff or members of professional staff, whatever their racial or ethnic identity. What we learn will inform the actions we take to tackle racial inequality, actions that will have a sustained and lasting impact on our culture.

To support our application, we are running a survey designed by the Equality Challenge Unit. This is an important aspect of our vision for BU and we are committed to making progress – for that reason I encourage all staff and students to respond to the survey. Your answers will provide useful feedback for us as we work on our application. Links to the survey are provided for [staff](#) and [students](#). The survey will open at 9am on Tuesday 20 March and close at midnight on Sunday 29 April.

You can find further details about the survey on [the Equality Challenge Unit website](#) and you can learn more about [our current work at BU](#) to prepare our REC Award application.

If you require the survey in a paper or alternative format, please contact diversity@bournemouth.ac.uk.

Best wishes,

John Vinney
Vice-Chancellor

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