**[To be formatted on your institution’s headed paper]**

Race Equality Charter

Advance HE

First floor Napier House

24 High Holborn

London WC1V 6AZ

**[Date]**

# Commitment to the Race Equality Charter principles

Dear Head of the Race Equality Charter,

On behalf of **[Institution Name],** I wish to pledge my commitment to the principles of the Race Equality Charter.

I confirm that **[Institution Name]** iscommitted to the Race Equality Charter’s aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

In committing to the principles of the Race Equality Charter, we recognise that we join a community with a shared goal of addressing racial inequalities and embedding inclusive cultures.

Each institution has different race equality challenges and development priorities. These priorities are determined by an understanding of the local evidence-base and national race equality issues.

In determining our priorities and interventions, we commit to informing our work with the understanding that:

1. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours. Racial disparities are a critical issue in outcomes for staff and students, recognising that racial inequalities are not necessarily overt, isolated incidents.
2. The UK higher education sector cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all ethnic backgrounds can benefit equally from the opportunities it affords.
3. In tackling racial inequalities, it is important that actions are aimed at achieving transformational and long-term institutional culture change, avoiding a deficit model where actions are aimed at changing the individual.
4. Staff and students from minoritised ethnic backgrounds are not a homogenous group. People from different ethnic backgrounds have different experiences of, and outcomes from and within, higher education, and that complexity needs to be considered in analysing data, developing solutions and implementing actions.
5. Embracing intersectionality, from analysing data to developing actions, can better support institutions to tackle racism within the higher education sector.

I pledge that **[Institution Name]** willadopt robust, transparent and accountable processes for race equality work, including:

* embedding diversity, equity and inclusion in our culture, decision-making and partnerships, and holding ourselves and others in our institution accountable.
* undertaking evidence-based, transparent self-assessment processes to direct our priorities and interventions for race equality, and evaluating our progress to inform our continuous development.
* ensuring that race equality work is distributed appropriately, is recognised and properly rewarded.

I understand that:

* Information on Charter signatories, award holders and our institution’s Charter contact person will be publicised on Advance HE’s website.
* Charter signatories are expected to apply for a Race Equality Charter award within five years of this letter

**[Institution Name]** has nominated **[give name and contact details]** as its designated Race Equality Charter contact. The contact will coordinate internal questions on the Charter and will be the conduit for communication with Advance HE’s Equality Charters staff.

I confirm that the institution understands and accepts the guidance on the Race Equality Charter. I understand that the guidance may change as the scheme evolves and that our Charter contact will be informed of any such changes.

Yours sincerely

**(Vice-chancellor/Principal)**