

ALRA

Race Equality Audit 2020

Town Hall Meeting

July 21, 2020

Purpose of Town Hall Meeting

- Introduce Race Equality Audit Team
- Clarify scope – terms of reference
- Explain methodology
- Set out timeframe
- Questions and comments?

Independent Audit Members

- Tanya Loretta Dee (tanyaldactress@gmail.com)
- Dr Katy Sian (katy.sian@york.ac.uk)
- Professor Iyiola Solanke (i.solanke@leeds.ac.uk)

Audit Secretary: April Sibal (April.Sibal@alra.co.uk)

Tanya Loretta Dee



▣ **About:** Actor, Writer & Facilitator.

▣ **Background:** Acting professionally since 2005; semi-regular DS Margrave in *Doctors*, recurring W.P.C in *Eastenders* & has just finished filming for season 2 of *Back for C4*. Head Tutor Manager for corporate company from 2013-16, inc. delivery of D&I training to tutors working with top corporate companies and young people across the country.

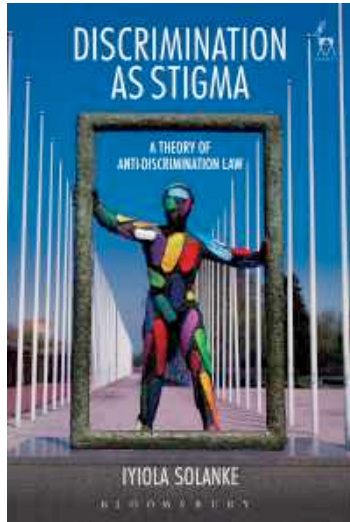
▣ **My role on the inquiry:** Review current onsite teaching & curriculum practices. D&I training.

▣ **Objectives:** Review curriculum content & history, onsite observation of teaching practice, student & staff discussion, advise on long term structures for D&I practice.

Dr Katy Sian

- ▣ **About:** Senior Lecturer in Sociology, University of York
- ▣ **Expertise:** Anti-Racism, Decoloniality, Critical Race Theory, Islamophobia, Inter-ethnic relations
- ▣ **Author of Navigating Institutional Racism in British Universities:** A critical examination of structural racism in the academy, informed by the testimonies of academics of colour
- ▣ **Steering Committee Member** of Northern Police Monitoring Project
- ▣ **My role on the inquiry:** Empirical Researcher
- ▣ **Objectives:** Observe and assess complaints procedures, and collect data from staff and students





Professor Iyiola Solanke

- ▣ **About:** Chair in EU Law and Social Justice, University of Leeds
- ▣ **Expertise:** EU Law, anti-discrimination law, intersectional discrimination, equality and diversity, social action theory, critical race theory
- ▣ **Author of *Discrimination as Stigma* (Hart 2017):** A critical examination of anti-discrimination law, proposing a new approach of public health which sees discrimination as a virus
- ▣ **Other roles:** Academic Bencher of the Inner Temple; Judicial member of the Valuation Tribunal for England (VTE)
- ▣ **My role on the inquiry:** Chair the audit, oversee all aspects
- ▣ **Objectives:** to lead the Equality Audit and provide clear recommendations for sustainable structural change at ALRA

ALRA's Action Plan Against Racism Joining the Dots - Listening, Learning, Changing

- “An external audit will be commissioned to ensure best practice going forward. The ways in which we will achieve this are by:
- Employing external auditors to review all policies and procedures, reflect on historic failings and then report these findings with recommendations to the board
- Considering each module on each programme to highlight key areas of necessary change before the next validation process The results of these audits will be published on our website following completion.

When will this happen? To recruit by September 2020 and aim to complete by January 2021

Who is accountable? Trustees and Vice Principal (Curriculum)”

https://alra.co.uk/images/about/ALRAs_Action_Plan_Against_Racism_June_2020_FINAL.pdf

Terms of Reference

- **1. COMPLAINTS:**
 - a) To engage in a systematic examination of the policy and procedure for live complaints of racial discrimination by current students against ALRA staff;
 - b) To develop policy recommendations for addressing historic complaints of racial discrimination brought by graduate students against ALRA staff.
- **2. CURRICULUM & TEACHING:**
 - c) To conduct a review of racial equality and inclusion in the curriculum and teaching practices at ALRA.
- **3. TRAINING:**
 - d) To advise on long term structures for training around racial diversity and racially inclusive practice at ALRA.

Methodology



TOWN HALL AND
FORUM MEETINGS



EMPIRICAL SURVEY



WRITTEN TESTIMONIES



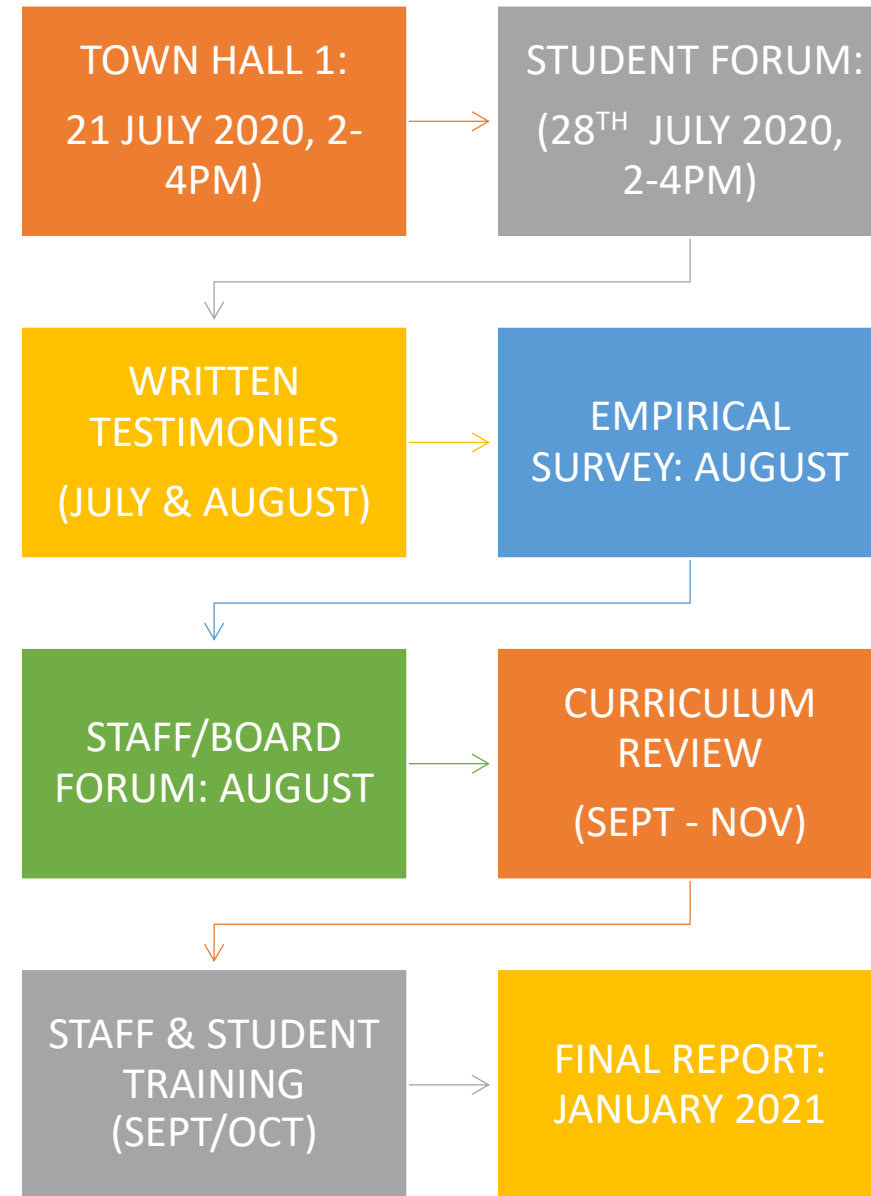
REVIEW & OBSERVATION
OF CURRICULUM (IF
POSSIBLE)



TRAINING



Timeframe





Any questions and/ or comments?