



Making Universities More Inclusive of People of Colour

What will we do?

1. Lobby universities to be more inclusive of people of colour in two areas:
 - a. In curriculums
 - i. Making curriculums more diverse - specifically inclusive of people of colour.
 - ii. Lobby universities to create an interdisciplinary course about race relations in humanities departments.
 - iii. State the importance of all university departments and colleges to provide courses based on race, ethnicity, non-white scholars, and/or non-English speaking countries.
 - iv. Lobby universities to increase representation of people of colour in reading lists in humanities subjects.
 - v. Lobby universities to make it a requirement to include people of colour scholars when designing new courses in humanities.
 - b. In the teaching body
 - i. Lobby universities to make the teaching body and student services more inclusive of people of colour.
 - ii. Lobby universities to increase the number of non-white tutors, lecturers, professors and senior officials.
 - iii. Lobby universities to include a quota for the number of academics that are people of colour teaching courses. This should be directly related to the course being taught, i.e. Black Studies should be organised and taught mostly by people of colour.
 - iv. Lobby universities to make it a requirement for academic staffs to undergo 'Implicit Bias' training, as well as further training to combat racism and microaggressions with the classroom environment.

What is the background to this?

1. The literary canon at universities is traditionally white, reflecting an ongoing history of colonialism, white-washing and institutionalised racism. University reading lists ought to reflect an ethnic diversity of scholars in humanities.
2. According to figures published by the Higher Education Statistics Agency, there have been no black academics in the elite staff category of "managers, directors and senior officials" for three years¹. The figures also show that universities employ more black staff as cleaners, receptions or porters than as lecturers or professors.

¹ <https://www.theguardian.com/education/2017/jan/19/british-universities-employ-no-black-academics-in-top-roles-figures-show>



Representation & Democracy

3. It is problematic that the professor of Black Studies at the University of Edinburgh is white. This is just one example of the lack of inclusiveness of people of colour within teaching staff.

What beliefs motivate the actions you propose?

1. It is necessary to combat institutionalised racism in order to see a society that is inclusive of all minorities.
2. Curriculums in humanities subjects are not racially diverse. Many BME students report none or close to no people of colour in their reading lists.
3. It is currently very difficult for people of colour to enter academia in an already very white environment.
4. There are concerns from BME students that academic staff at universities are not diverse in terms of race.
5. There are concerns from students that academic staff are not equipped to deal with racism in the classroom and have experienced racism that has not been confronted.
6. Inclusivity of people of colour is vital in encouraging more people of colour to apply to Scottish universities.

Submitted with 20 Student Signatures in February 2017.