For the past 2 years we have been reviewing quantitative and qualitative data on the experiences of staff and students from minority ethnicity backgrounds at the University of Reading. In response to our findings, we have developed an ambitious 4 year action plan taking use towards race equality.

The action plan has 10 key themes which are:

- Understanding and Celebrating Race and Ethnicity
- Ensuring and promoting the existence and knowledge of “report and support” processes for racial discrimination and harassment for staff and students
- Re-iterating UoR commitment to zero tolerance for racism
- Attracting and retaining diverse staff talent
- Supporting BAME staff progression and development
- Reducing ethnicity differentials in reward and recognition
- Improving BAME student attainment and progression
- Creating diverse and relevant curricula – Educating for the 21st century
- Building links with the local community
- Working at the intersection of race and religion and race and gender

We submitted our self assessment document and action plan to the Race Equality Charter in July 2018.