**Ymarfer 10**

Our Race Equality Charter[[1]](#footnote-1) aims to improve the representation, progression and success of minority ethnic staff and students within higher education.

It 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 award, depending on their level of progress.

The charter is based on five fundamental guiding principles:

1. Racial inequalities are a significant issue within higher education. Racial inequalities are not necessarily overt, isolated incidents. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours.
2. UK higher education 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 developing solutions to racial inequalities, it is important that they are aimed at achieving long-term institutional culture change, avoiding solutions which aim to change the individual.
4. Minority ethnic staff and students are not a homogenous group. People from different ethnic backgrounds have different experiences of higher education, and that complexity needs to be considered when analysing data and developing actions.
5. All individuals have multiple identities, and this should be considered wherever possible.

By signing up to our Race Equality Charter, institutions are committing to following these principles in their approach to race equality.

[addasiad o ddeunydd o wefan yr *Equality Challenge Unit*]

1. Siarter Cydraddoldeb Hiliol [↑](#footnote-ref-1)