



Royal College of Art

Postgraduate Art & Design

Annual Equality, Diversity and Inclusion Report 2020/22



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Glossary

- BDO BDO Business Accounting Company
- CEG College Executive Group
- EDI Equality, Diversity, and Inclusion
- EDIC EDI Centre
- PRC Planning and Resources Committee
- HESA Higher Education Statistics Authority
- SMT Senior Management Team
- SoR Statement of Request
- ToR Terms of Reference
- WG Working group

EDI Team



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Introduction

The Royal College of Art (RCA) is committed to creating an environment of mutual respect, where differences are valued and respected, and where innovation, creativity and diversity can flourish.

Positive working relationships – whether between staff and staff, staff and students, or students and students – are central to this. Mutual respect is facilitated by the principles of dignity, courtesy, and respect, alongside a zero tolerance of bullying and harassment.

Context

The Office for Students (OfS) has set targets to achieve equality of opportunity in higher education. The targets aim to eliminate gaps in entry rates at the most selective universities between the most and least represented groups; drop-out rates between the most and least represented groups; degree outcomes between white and Black students; and degree outcomes between disabled and non-disabled students.

In this context the RCA is working to identify and actively address any imbalances, gaps or barriers that may hinder equality of opportunity for our staff, students, and applicants. We acknowledge that inequality and discrimination are intersectional. And we know that there is work to be done so that our policies work in practice, our aims become actions, and our values are upheld in every part of the institution.

The RCA invited Nous Group as external consultants to conduct a listening exercise to understand experiences of students and staff of colour at the college. This led to the college committing to becoming an anti-racist institution. Being an anti-racist institution involves eradicating racial discrimination and racial inequalities and dismantling the systems and structures which perpetuate them.

The RCA is a world-leading postgraduate art and design institution that, between 2020-22, saw an increase to three thousand students and 550 staff based across three sites in Battersea, South Kensington,

and White City. The vision for the RCA, as expressed in its **Strategic Plan 2016-21**, is to be an institution that provides transformative experiences for individuals who will go on to transform the world. Key to the achievement of this vision are the values of community collaboration and connectivity, and diversity and internationalism.

The Introduction of the New RCA Strategic Plan in 2022 reaffirmed the Colleges Commitment to EDI with a focus on two Key enablers:

Enabler 1: Values

Curiosity

We have a tenacious commitment to innovation and are open to change. We positively interrogate ideas, assumptions and plans and welcome the honest scrutiny that is alive in a learning community.

Inclusion

We celebrate diversity, and we embrace difference as a source of strength. We strive for an inclusive RCA community, removing barriers and challenging exclusionary and discriminatory practice.

Collaboration

We value what happens together and we help and support each other to achieve our collective goals. We work in partnership with our students, staff, alumni and organisations and communities across the globe to make a lasting difference.

Integrity

We are always willing to listen, we offer constructive feedback, and we promote

accountability, building relationships of mutual trust and respect. We are resilient in the face of challenges, pursuing outcomes with individual, cultural, societal, and economic impact.

These values support the convictions that demand the RCA becomes an anti-racist institution and an institution that commits to equity, diversity, and inclusion goals, including reaching net zero in recognition of the disproportionate impact climate crisis has upon vulnerable communities and biodiversity.

Enabler 2: People

We are advancing our equality, diversity, and inclusion objectives, supporting a college community which is diverse, multicultural, and inclusive, as we enact our action plan to become an anti-racist institution.

The RCA's educational ethos, as expressed in its Student Charters and its Learning and Teaching Strategy, is one of creative and intellectual challenge. The RCA is a diverse international community of artists, designers and thinkers who are expected to assess the boundaries of their practice and discipline.

The RCA recognises that equality of opportunity and the promotion of diversity are not only ethically fundamental, but they are also crucial to its academic, social, and commercial success. An inclusive and equitable environment provides an array of benefits, such as increased morale, an expansion of the range of skills and experiences available, an enhanced ability to attract and retain talented staff and



Integrity



Inclusion



Collaboration



Curiosity

students from all backgrounds, and a thriving community in which all members are valued for their contribution and individuality.

The College is therefore committed to providing equality of opportunity for all, irrespective of: Age; Disability; Ethnicity (including race, colour, and nationality); Gender (including gender reassignment, gender identity, marital status, pregnancy, or maternity); Religion, belief; Sexual orientation (including civil partnership status). The College is also mindful to ensure that those staff who are on fixed-term contracts or who are part-time are not treated less favourably than comparable staff on permanent (open-ended) contracts or who are full-time.

The RCA, in common with all other institutions of higher education, operates within a legal framework which sets obligations to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who do and do not share a protected characteristic.
- Foster good relations between people who do and do not share a protected characteristic.
- Have respectful debate and conversation that helps us challenge discrimination, get rid of intolerance and harmful attitudes, and build strong, positive communities.

These obligations are reinforced in the Higher Education Code of Practice which provides a framework within which university governing bodies should operate.

The RCA's Equality and Diversity Policy outlines the College's commitment to providing an environment free from discrimination, bullying, harassment, or victimisation on the grounds of the protected characteristics contained within the Equality Act 2010, where all members of its community are treated with respect and dignity. Alongside this, there are several institutional policies and procedures to promote Equality, Diversity, and Inclusion. These include: the Academic Employment Framework and family-friendly



policies such as maternity, paternity, shared parental leave, flexible working.

The College's Council has ultimate responsibility for compliance with the College's equality obligations. The Executive Chief Operating Officer and Head of Equity and Inclusion have overall responsibility for the Equality and Diversity Policy, while the Human Resources and Registry teams ensure the policies are reviewed and revised, as necessary.

The RCA collates, monitors, reflects on, and annually publishes equality information as part of the Equality Act 2010's public sector equality duty, gender and equality pay gap. This report outlines the RCA's Equality Action plan and the progress we are making. This report also aims to highlight projects and initiatives that are supporting equality, diversity, and inclusion across the institution, and share equality data about our staff and students in the 2020-22 academic years.

The RCA is working to identify and actively address any imbalances, gaps or barriers that may hinder equality of opportunity for our staff, students, and applicants. We acknowledge that inequality and discrimination are intersectional. And we know that there is work to be done so that our policies work in practice, our aims become actions, and our values are upheld in every part of the institution.

Equality Objectives

The 2018-21 Equality Objectives were set as follows

OBJECTIVE 1

Improve gender balance in the workforce

OBJECTIVE 2

Improve the ethnic diversity of the workforce

OBJECTIVE 3

Establish effective methods for monitoring equity of opportunity and experience in the student application process and in student success and progression.

OBJECTIVE 4

Monitor equity of opportunity and experience in the student application process and in student progression.

Following Black Out Tuesday in 2020, RCA UCU, Unite (Trade Unions) and the Student Union initiated community discussion and accountability about systemic racism within the RCA, calling for an institutional review of Equality, Diversity and Inclusion, including making significant contributions to the re-appraisal of the role, remit and recruitment of the Head of EDI and the creation of an EDI office. The renewed focus and vision for EDI at RCA, led by the trade unions, students, and alumni resulted in the commissioning of Nous, to develop an Equality Action Plan, consultation and recommendations in the report Becoming an Anti-Racist Institution.

Equality Action Plan

In July 2020, the RCA committed to become an anti-racist institution, building a community which is diverse, multicultural, and inclusive for all students and staff and where everyone can teach, learn, work and practice in a shared spirit of cultural exchange. Following discussion at SMT and Planning & Resources Committee (PRC) over the course of this academic year, the College published its Action Plan.

With support from RCA's trade unions the publication of the Action Plan with clear actions and a timetable, was the next step of this vital process. It has been informed by recommendations from independent consultants Nous Group, and follows listening sessions with staff, students, and alumni across the RCA.

The Action Plan takes on board in full all of Nous' seven recommendations to:

Action Plan Towards Becoming an Anti-racist Institution: Areas of Action

1	2	3	4	5	6	7
Governance & accountability	Staff training & support	Complaints procedures	Diversify staff	Widen student participation	Student support	Decolonise the curriculum
–	–	–	–	–	–	–
New EDI Committee	Face-to-face training	Anonymous reporting system	Diversify interview panels	£1m scholarship fund	Student induction	PG Cert tutorial lead
Anti-racism and EDI strategy	Review mandatory training	Holistic review of student & staff complaint procedures	Local community apprentices		Training for Student Support	FAM College-wide module
New Head of Equity & Inclusion post	Role-specific training		Anonymised applications		Meet with identity-based groups	Annual Programme Reviews
Publish diversity data	Employee resource group					

Updates and progress on the action plan are shared regularly with the College Executive group (CEG), Senior Management Team (SMT), Senate, Trade and Student Unions, Planning and Resource Committee (PRC) and Council in the form of verbal or written updates.

The approved Terms of Reference (ToR) support the re-establishment of the Equality, Diversity and Inclusion Committee and setting up of working groups related to the action plan chapters, which are expected to provide an opportunity for staff and students in the RCA community to engage and be part of the commitment to becoming an anti-racist organisation.

Implement effective governance, accountability, and transparency

Anti-racism action plan

The Action plan (Annex A) is regularly updated to show progress so far. There are some key achievements to note in relation to priority areas:

Head of Equity and inclusion

Following the listening exercise by Nous Group, the recommendation to create and employ a Head of Equity and Inclusion was realised at the end of July 2021. The role of EDI Officer has also been appointed.

Terms of Reference for the Equality Diversity and Inclusion Committee

These were drafted and approved at CEG and SMT, an invitation to Ex-officio members and a request for appointed Members (Resource Groups and School EDI Representatives) are being developed and groups already existing will be invited to join. The Terms of Reference also support the development of three EDI working groups (Governance, Staff and Student) to form task and finish groups that will share best practice based on the seven chapters in the action plan, it is expected that members of the EDI Committee will be part of these working groups and engage based on their interest or experience. Two EDI committee Induction meetings were held as part of the re-establishment of the EDI committee and facilitated by People Make it work. (Annex B)

The first EDI Committee meeting took place in June 2022, following induction sessions for Committee members in March 2022 and May 2022.





The EDI committee is tasked with the strategic management of the College's EDI programme. It will set the EDI agenda across the College, oversee implementation, and monitor progress on a regular basis. It will ensure that equality and diversity principles across all protected characteristics are fully embedded in the College.

Following the June 2022 Committee, it was agreed that three working groups would be set up to support the work of the EDI Committee. The working groups are Governance, Staff and Students and they will be in place at the start of the next academic year 22/23.

The RCA College auditors BDO was tasked in October 2021 with Completing an Internal Audit on EDI progress at the College. The Auditor conducted interviews with key stakeholders to establish the processes and controls in place for each of the scope areas under review. We reviewed the overall arrangements for implementing the Action Plan and focused on the specific actions and arrangements in relation to Chapter 1 – Implement effective governance, accountability and transparency and Chapter 3 – Review complaints policies and procedures.

The Audit mapped the actions included in the RCA's Action Plan to the twelve recommendations raised across the five themes in the November 2020 UUK tackling racial harassment in higher education report. The five themes are: culture, whole-institutional response, prevention, response, and evaluation.

It was noted that several recommendations in the UUK report are aligned to the College's Action Plan. This has been summarised below:

Theme 1: Culture

The College has made a commitment of publicly committing a priority status to tackling racial harassment. Furthermore, through engaging consultants Nous, the RCA was also able to engage with the students and staff to understand the lived experience of racial harassment. RCA UCU, Unite, and students union provided outreach and advocacy that was required to ensure engagement with the process.

Theme 2: Whole institution response

The RCA is in the progress of reviewing complaints related policies and procedures to develop an institutional wide objectives and strategy to tackle EDI.

Theme 3: Prevention

There are processes underway for the College to engage both students and staff with EDI training to improve awareness and understanding of racism. A consultation has also been conducted to deliver anti-discrimination statements.

Theme 4: Response

The College will introduce a reporting tool, Culture Shift, enabling students and staff to report EDI incidents formally or anonymously.

Theme 5: Evaluation and sharing good practices

The Culture Shift system will allow management to collect data to identify emerging trends.

Development of Diversity data

A draft EDI staff and student diversity data dashboard has been produced in Tableau by Human Resources. Further development of EDI Dashboard will support the College's Statutory EDI reporting requirements of staff and student data as required for the Public Sector Equality Duty, HESA Return, Gender Pay and Ethnicity Pay Gaps. Once established the data collected will help the college to measure the impact of its EDI work to make the college more inclusive. This is a work in progress which aims to have the same parity as the data collected for students over time.

Gender Pay Gap

The 2020-21 submission was delayed for six months by the government due to the Covid-19 pandemic. This report along with the Ethnicity pay gap was collated and shared to various committees in preparation for submission as required. Following submission, the report was made visible on the RCA Website.

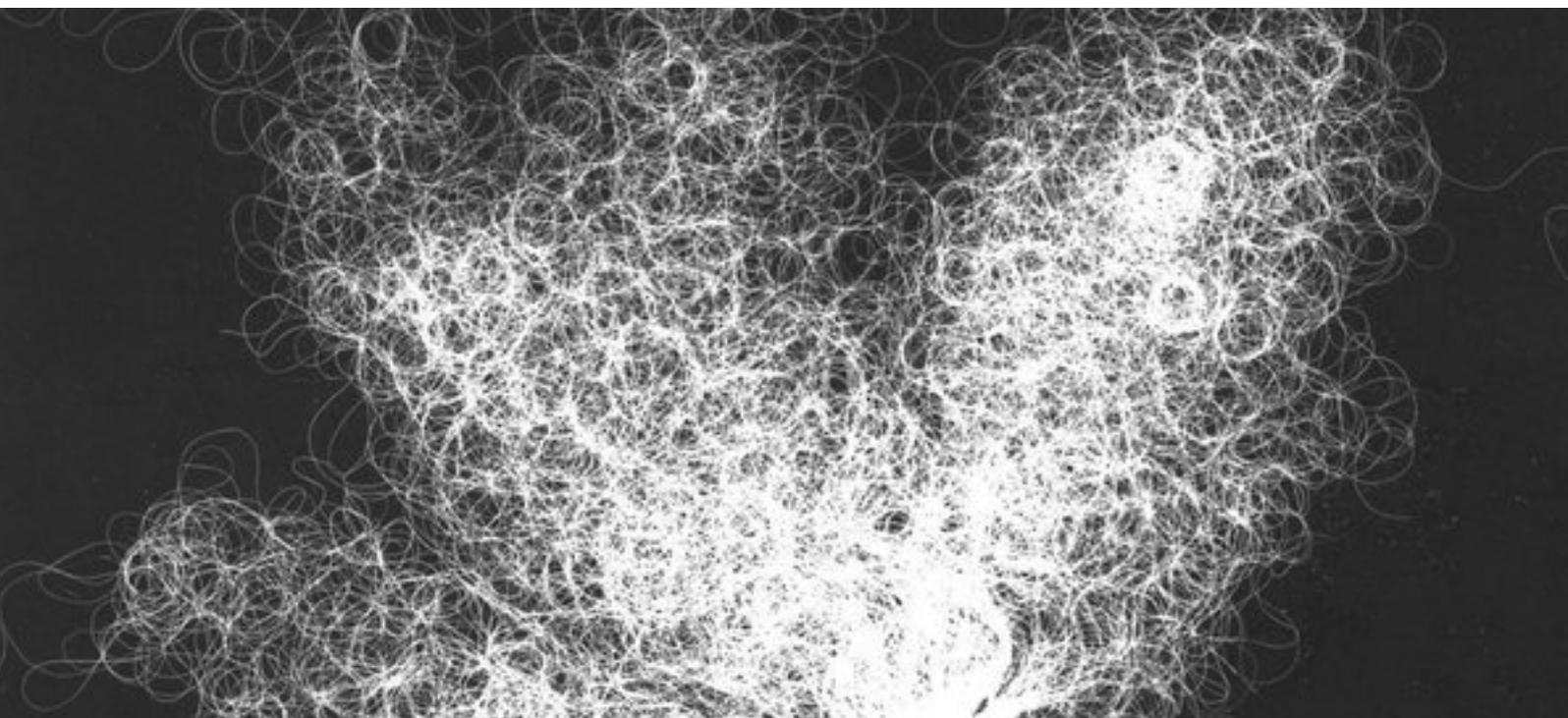
Gender Pay Gap

Comparison of 2021 and 2022 submissions confirms that the gender pay gap has reduced

We now have more women in senior roles, with 63% of our executive staff being female

The College median pay gap of 7.97% compares very favourably with both the whole economy figure of 14.9% and the HE sector benchmark of 13.7%

	2021	2022
Mean pay gap	9.90%	7.37%
Median pay gap	8.90%	7.97%



Improve training and support for staff

EDI training progress

Completion rates for the College's Diversity at Work and Unconscious Bias e-learning courses reached 76% and 87% respectively for all core staff in June 2021. This is a significant increase from 18% and 28% in October 2020. The College also saw an increase in the completions of Prevent training.



This is due to campaigns to increase staff awareness of this training as well the mandatory requirement for all staff to complete on joining the college.

The RCA has committed to procuring anti-racist training to support the current unconscious bias e-learning training offer. Consultees for the Becoming Anti racist report set out reasons for the training to be reviewed including:

- The existing training offer is insufficient to equip staff to understand race and racism.
- Current training is viewed as a matter of compliance rather than an exercise to meaningfully engage with concepts of race and reflect on behaviours and

practises.

- A preference for training that allowed participants to gain a greater understanding of race and racism through dialogue and discussion.

A Statement of Requirement (SoR) for Anti Racist (EDI) training proposal was drafted based on the Nous group Anti-racist Training recommendations, the SoR has been shared with recommended suppliers and proposals were received. The training proposal was made up of three priorities. a budget for this training has been secured for three years in the first instance.

- **Priority 1:** Core Anti Racist training (extended to include students)
- **Priority 2:** Inclusive Leadership Programme (aimed at management and senior management)
- **Priority 3:** Follow-up Training and Resources

Emphasis was placed on delivering priorities one and two. Six suppliers responded to the request for proposals with three submitting proposals for Core Anti racist training and three submitting proposals for the Inclusive Leadership Programme. A Working group was established to review the proposals, meet with providers, and formally decide who would provide the most benefit to the College.

The successful provider for Priority 1: Core Race Equity Training is Advanced HE and this training will be mandatory for all staff and delivered using a staggered approach to Council, SMT, Managers and Staff. Students will be encouraged to complete the Core training as part of their RCA Orientation.

Race Equity Training (mandatory for all staff) was launched in April 2022. Since the launch, just 166 members of staff have completed the training: including senior staff and staff with management responsibility. The training will continue to be rolled out to all staff and will also be made available to students as part of their onboarding at the RCA from July 2022 onwards

The Inclusive Leadership Programme (aimed at staff with management responsibilities) was launched in June 2022. The programme is facilitated by Management Futures, a specialist Equality, Diversity, and Inclusion leadership training provider. The Senior Management Team completed their Inclusive Leadership Training in July 2022 with positive feedback on the experience and agreed to meet in Term 1 2022/23 to reflect on the learning and actions following the session. Further management sessions have been scheduled to take place. A Council members session is being developed and will be scheduled to take place at the start of the next academic year 2022/23.

Review complaints policies and procedures

This chapter in the action plan also links to the OfS statement of expectations for preventing and addressing harassment and sexual misconduct affecting students in Higher Education. A working group has been established across HR, Student Services, and the Vice Chancellors office to review and update staff and student policies and develop processes and resources that will support the implementation of the Culture Shift Report and Support system which enables

staff and students to report both named and anonymous experiences of harassment and bullying.

Connected to this project is a consultation on Anti Racist Statements which is being conducted by Nous Group. The Consultation invited the RCA Community of staff and students to give feedback on five statements: a statement against antisemitism, a statement against islamophobia, and a general statement on anti-discrimination. Following further conversations with the staff and student unions, prior to the consultation, it was agreed to extend the consultation further to include a statement against anti-Asian and southeast Asian Discrimination and a statement against anti-Black (Afrophobia) discrimination over time statement will be developed to support more protected groups.

Diversify staff through recruitment and progression

Key area of progress - gender

Funding continued for the Aurora Women's Leadership Development Programme. Since March 2019, the College has funded fourteen women with an additional four to commence in October 2021. A new RCA Aurora Alumni Group started in spring 2021 to continue networking and learning opportunities for these women. The RCA Aurora Summer Symposium, for all existing and aspiring managers at the College, ran again for the third year in July 2021.

Two Aurora participants attended Advance HE's Women in HE Conference in March 2021, one academic and one professional services representative. The knowledge acquired was disseminated at the Aurora Summer Symposium.

Investment in executive coaching for women at Senior management levels has also continued.



ANTI-DISCRIMINATION CONSULTATION

College Deputy Vice-Chancellor Naren Barfield has endorsed the importance of Aurora and mentors a member staff on the current programme.

Diversification recruitment project-technical services

Ethnic Diversity of the workforce

Technical Services (TS) is a cross-college department of technical specialists that support all Teaching, Learning, Research & Knowledge exchange at the RCA. TS runs and manages all workshops & labs and employs over 120 individuals that provide technical expertise, administration, and management of all technical activity at the RCA. This ranges from all the traditional craft specialist workshops such as Ceramics, Glass, Knit, Print & Weave to new and emerging areas like Robotics, AI, and Bio-Design. We also provide central services like loans of specialist equipment, high quality specialist print services and sales of materials required by our students and staff across three RCA campuses at Kensington, Battersea, and White City.

Within technical services, the diversity of our

workforce is not reflective of the students we serve, the industries in which we align ourselves or our local communities. With regards to race, the technical workforce is significantly underrepresented by staff from Black and other ethnic minority backgrounds

An internal working party has been established to look at the current recruitment processes to consider and pilot alternative ways of reaching and attracting applicants from ethnic minority backgrounds. The aim of the group is to increase the number of applications from Black and other ethnic minority backgrounds which will in turn increase the number appointed and, with various support mechanisms in place, improve retention and progression opportunities.

Building the RCA EDI profile

The Head of Equity has attended and taken part in events on behalf of RCA including the Advanced HE conference, UHR conference, the 6th BAME Early Careers Research Conference, the Diversity Leadership Forum by Creative UK, The global inclusion conference, and the Creative Coalition Festival and more recently the Higher Education.



£1M INVESTMENT IN SCHOLARSHIPS

Widen participation of students

Scholarships

A working group of staff from Registry, Admissions, RCA BLK, Schools, and Communication & Marketing met to develop the criteria for the RCA Black Scholarship. In the summer of 2021 Twenty-eight scholarships were awarded to new and existing Black and African Diaspora students.

The next round of scholarships is intended to expand the opportunity to consider MA/MRES and a PhD application. There will be 25 Scholarships available for 2022/23 24 MA/MRES and 1 PhD scholarship. There has also been a recommendation to rename the Scholarship In honour of Alumnus Sir Frank Bowling and consider offering it to Postgraduate Diploma students

The recently announced RCA and Logitech donation of a £1 million Scholarship Programme will establish new scholarships that will tackle student hardship and ensure the diversity of the College community

and create a viable pathway into the design industry for young people from underrepresented communities. The generous donation is a significant step in the College's mission to provide financial support to a larger number of students, using it as a key recruitment tool to actively target a much wider socio-demographic talent pool.

Train and support students

Linked to the SoR for Priority 1 core training, this requirement has been extended to include students to provide an opportunity to develop EDI anti racist awareness for our students. Advanced HE were chosen to provide this training which will be available to students as part of their orientation programme.

The move to the Flexible Academic Module (FAM) the new one-year MA includes the introduction of a college wide unit. It is expected that students will have the opportunity to access and complete an EDI related unit once this Unit has been established as well as the Race Equity training provided as part of their orientation. Decolonise the Curriculum

FEMININITY ETHNICITY MEMORY ACCEPTANCE LIBERTY EMOTION

All RCA students and staff are invited to join a brand-new initiative in collaboration with Wikimedia UK - Visual Decolonisation. We are building a network at the RCA to help improve the visual representation of online resources, using Wikipedia and Wikimedia Commons. staff and students will have an opportunity to play an important part in redressing the racial and social imbalances with resources found online; this will help to address issues of inequalities in our societies as the online world often mimics our real world.

Participants will be given full training and ongoing support by Puiyin Wong, Learning Technologist, the Digital Delivery Team and Wikimedia UK on how to edit and use Wikimedia resources. Knowing how to edit Wikimedia resources should help improve their academic writing skills and digital capabilities that are important in today's digital society.

Library update

The library has an ongoing commitment to decolonise and diversify the library collection in collaboration with the RCA community. In November 2021 we facilitated acquisitions

visit to New Beacon Books, specialist bookshop for African and Caribbean literature. Students and staff were invited to join us and select a book to be bought by the library and added to our collection. We had seven attendees and over twenty items were purchased.

The library has a dedicated fund towards purchasing books by and about BIPOC (Black, Indigenous, and people of colour). Over £700 has been spent so far in 2021-22.

The Academic Liaison Librarian has curated 2 Mural boards for Black History Month and Anti-Racism Resources, which link to online and physical resources available at the RCA. Links to alternative reading lists on themes of decolonisation, Indigenous knowledge and anti-racism are also provided on the Library Moodle page.

The Academic Liaison librarian is looking at reviving a student focus group to get community feedback on decolonising our collections. She has also scoped a potential project to audit the library's existing holdings.

Recommendations

1. Continue to progress and deliver on the RCA Becoming Anti racist Action Plan.
2. Creation of an annual EDI reporting cycle, with actions, that aims to drive forward the work of the EDI Committee and resource groups. Create an annual EDI calendar of events through close collaboration with the Communications and Marketing Team.
3. Increase the visibility of college wide EDI work through the EDI centre, EDI Committee and Working groups thorough regular updates on intranet and EDI related Web pages and social media.
4. Implementation of more diverse recruitment panels and pilot of an anonymised application process.
5. Development, collection, and collation of EDI data that can be requested verified and reported on within data protection guidelines.
6. Continuation of anti-racism and wider EDI training programme.
7. Development and cross college communication of an RCA EDI calendar.
8. Continue to build good relationships and engagement with Stakeholders across the College community to ensure that EDI is embedded and sustained as business as usual.

Recommendations from BDO EDI Advisory Report Dec 2021

1. Conducting an EDI impact assessment to review each of the existing actions and to understand the resources required and impact that can be achieved,
2. Actions to embed EDI within the schools / directorates.





Annex A

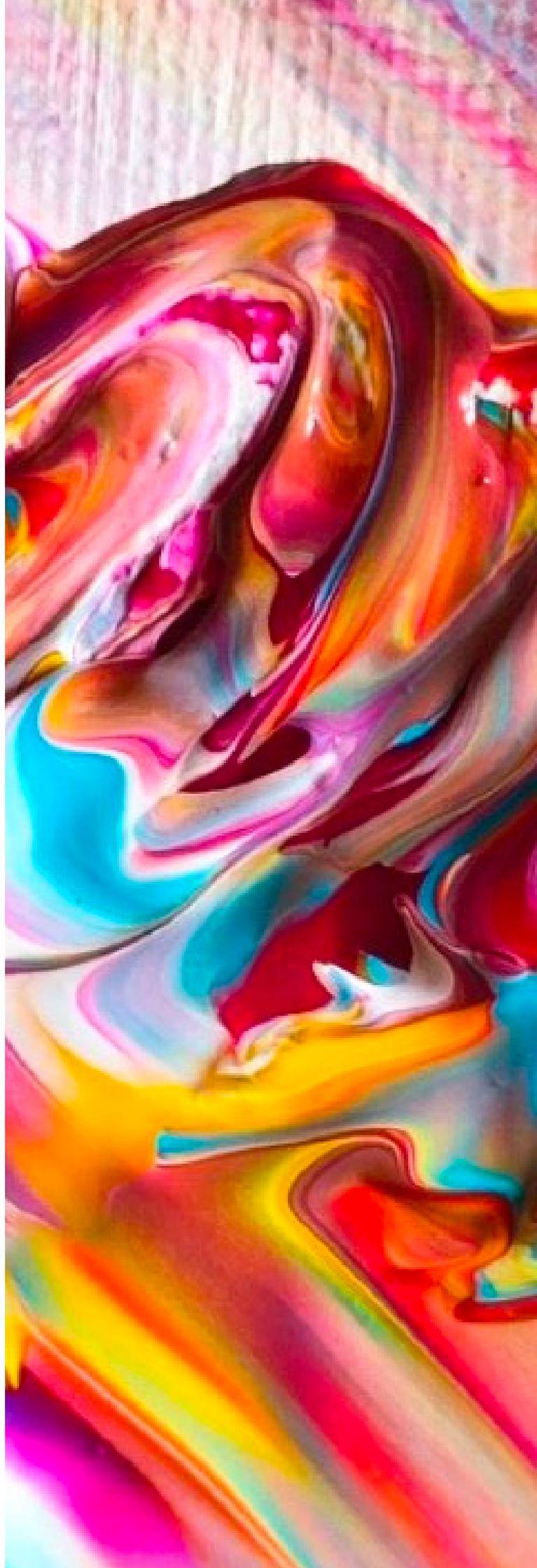
EDI objectives/ achievements 2020-2022

Academic year 2020/21

- Nous Report and Recommendations
- Implementation of Black Student Scholarship
- Development of Anti Racism Action plan
- Recruitment of Head of EDI
- EDI Committee Terms of reference
- Anti Discrimination statement consultation

Academic Year 2021/22

- Recruitment of EDI Officer
- Recruitment of RCA BLK Chair and Co Chair
- Launch of Sir Frank Bowling Scholarship(formerly Black student Scholarship)
- Development and implementation of Race Equity Training and Inclusive Leadership Programme
- Re-establishment of the EDI Committee and Working groups
- Approval of General anti discrimination and Anti semitism Statements



Annex B

RCA Equity, Diversity, and Inclusion (EDI) Committee Terms of Reference

Purpose and Scope

The EDI committee is the body tasked with the strategic management of the EDI programme within the University. It will set the EDI agenda across the University, oversee implementation, and monitor progress on a regular basis. It will ensure that equality and diversity principles are fully embedded in the University going forward, so that the University can be upheld as an exemplary organisation in terms of its EDI achievements. The EDI committee will report to the College Executive Group.

The Royal College of Art cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all backgrounds can benefit equally from the opportunities it affords.

1. Monitor the implementation of the College's equity and inclusion strategy, through monitoring of the EDI strategy and specific action plans in conjunction with the overarching College Strategy.
2. Monitor the College's compliance with statutory and legal obligations in respect of equity and diversity, Reporting to SMT, Council and Senate as appropriate.
3. Review and analyse equality and diversity data, identifying trends and making recommendations to SMT, Senate and the Governing body to address issues arising from the analysis.
4. Identify and share good practice on EDI across the College.
5. Convene and review the progress of EDI-related working groups tasked with taking forward specific pieces of work in between Committee meetings.

Membership

The membership of the EDI committee must consist of senior managers who are able to take strategic decisions on equality and diversity matters within the University and take steps to ensure they are implemented.

It is important that the EDI committee contains a good balance of academic, professional services and technical staff at all grades and a representation of individuals from a diverse range of backgrounds.

Ex officio members:

- Senior academic (or their nominee) (Chair)
- Head of Equity and Inclusion
- The Director of Human Resources (or their nominee)
- The Registrar (or their nominee)
- Students' Union EDI representative
- UCU EDI representative
- Unite EDI representative

Appointed members:

- Chair or Deputy chair from each of the College's identity-based resource group / network
- EDI representative from Schools (EDI Champions/advisers)
- Representatives from Professional and Technical Services (as required)
- Secretary: EDI Officer (awaiting approval)

The EDI Committee meets once every term. The quorum has five members.

Accountability and reporting

Governance of the EDI Committee will be to report to the Planning and Resources Committee with oversight from The Senior Management Team, Senate, and College Council for updates on progress.

Administration (e.g., scheduling, agendas, and minutes)

This committee will be administered by the EDI team that is currently being developed with support from the Vice Chancellor's office.

The EDI Committee will meet once every term, agendas, papers, and minutes will be distributed in line with current committee notification policies in place.

EDI Working group meetings will be scheduled to take place between committee meetings and will submit or table updates on progress to the committee.



Annex C

RCA BLK

Widening participation

Sir Frank Bowling Scholarships Applicants
We have delivered pre-interviews and support for applications, funding advice, portfolio and advice.

Community engagement – We have developed and contribution to the Colleges 'Widening Participation action plan' with the implementation of an 'inclusive creative education' that would follow the development of young people for identify excellent in art, writing, design and/or innovation of technologies from GCSE to MA and PhD through non-Monterey awards. This unfortunately has had no further discussion and so we have been assisting with development of a one-day summer school. Building relationships with Art and educational institutions to foster connections and residency opportunities for RCA BLK students and Alumni, relationships with Frieze, Yinka Shonibare Foundation, Sir Frank Bowling Studio, Art In Romney Marsh, Philharmonia, UAL, RA and Pratt institute.

International – Exhibition and successful Student recruitment in NYC in collaboration with Pratt institute, RCA School of Humanities, RCA Communications team and Crucible World' the event included eight RCA BLK students and alumni.

Annual Christmas event – We have delivered a large-scale operation supported largely by Sponsorship outside of the college by partners for applicants, students, staff and Alumni.

Annual Exhibition – is currently in development.

Business Continuity

EDI Action 1: Governance and Accountability

The College risk management process is underpinning the recently introduced College policy Equality Impact Assessments (EIA), by ensuring that all operational risk register owners are aware that any gaps identified in their policies are to be recorded on their departmental risk registers with assigned corrective mitigating actions. This has been communicated by the Head of Risk Management at both the EDI Steering Committee and the Professional Services Group meetings. This will be further supported in the 23/24 risk management training delivery.

EDI actions 2 and 6: Staff and student support

New documents on College emergency planning now refer and plan for a) vulnerable people and 2) religious practice such as Ramadan that can make cohorts of both staff and students vulnerable at particular times of the year e.g. College adverse weather plan. In addition, staff are reminded to consider vulnerable staff and students in the now embedded proactive College emergency alert system. These alerts are sent to all departmental Heads and School Managers, with specific advice on actions for the Heads of the People & Culture and Student Support portfolios. These considerations are also further strengthened in College wide exercising and training in business continuity and emergency response. Retrospective documents will encapsulate the above approach on the document review date.

Communications and Marketing

Communications and Marketing plays a vital role in supporting equality, diversity, and inclusion at the RCA by shaping narratives, influencing perceptions, and fostering inclusive practices. We have worked hard this year to further embed these values across the whole of the communications and marketing mix.

Representation and visibility

We have worked with staff, students and alumni from the EDI team, RCABLK, and our student societies, to develop content to mark annual dates and celebrations. Examples include web articles celebrating members of our community, promotion of events and spotlights on members of our community for Black History Month, Disability Awareness Month and Neurodiversity Awareness Week.

As part of the 18th International Architecture Exhibition of La Biennale di Venezia this year, which highlights Africa and the African Diaspora and features 21 members of the RCA staff, student and alumni community, we have developed a series of profile videos showcasing the talent of the School of Architecture's diverse community. This was supported by an international press campaign.

Culturally sensitive language and imagery

We have a renewed focus on representing diversity of the student body, covering different cultures, traditions and perspectives, in image selection across the website on programme pages, and in our advertising and public relations activities.

We have also focused on what we communicate, ensuring marketing materials use inclusive and culturally sensitive language, avoiding stereotypes and biases. Communications and Marketing produce and regularly update an editorial style guide, which is carefully crafted to maintain that a diverse and inclusive style is adopted throughout the RCA.

Internal communications and training

We worked closely with RCA's EDI team to provide comprehensive communications support for the roll out of Race Equity Training College-wide. We now feature an EDI update in our All Staff Meetings.

We work closely with the Student Support team to improve their visibility across the College and share key EDI-related resources; for example activities and resources available for those observing Ramadan and the launch of the multi-faith praying room.



Staff Development

The Employee Development team continues to work closely with the Head of Equity & Inclusion to ensure that all staff have the necessary skills and knowledge to support and embrace EDI at the College. The key staff development initiatives for this year have been:

- **Inclusive Leadership Programme** - this initiative began in June 2022, aimed at all senior managers and managers in key positions where they could make an impact on progressing anti-racism plans in their respective areas at the RCA. Since inception, over 110 managers have attended a 3-hour interactive session which included a live demonstration of a conversation related to race. A separate session was arranged for Council members and SMT have also taken part in an additional follow-up discussion. Sessions have concluded for this academic year with planning discussions for 2023/24 now taking place.
- **EDIE-learning** - mandatory completion of three e-learning courses on EDI continued to be enforced throughout the year. All core staff are required to complete:
 - ▶ Diversity at Work (current completion rates 69.29%)
 - ▶ **Unconscious Bias** (current completion rates 72.31%)
 - ▶ **Race Equity** (current completion rates 46.12%)

Estates

Estates is committed to embed a culture within its team that will work towards the College becoming an anti-racist institution. Out of the 7 areas of action, Estates is currently contributing to the following areas: 2. Staff training & support 4. Diversity staff and 6. Student support For staff training & support our managers ensure that all their teams have undertaken the mandatory training and have completed the Race Equality unit 1 and 2. For Diversity Staff, throughout any of our recruitment campaigns, the department endeavours to ensure that interviewing panel is diverse and, where possible, has representation from across the wider College. For Student Support, the Estates team will continue to attend and take part in the termly Student Assemblies and continue working closely with the Student Union.



Acknowledgements

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