

Race Equality Action at the University of Oxford

The University's participation in the Race Equality Charter provides a framework to identify and reflect on the institutional barriers faced by minority ethnic students and staff. Through an extensive three-year consultation process the University community agreed strategic areas of action for students and staff outlined in the Race Equality Charter application and action plan.

Progress to advance race equality is ongoing. Some of the University's current actions are listed below. The list is not exhaustive but serves as an example of some of the work that is underway. For further information read the [Race Equality Action Plan](#).

Access and admissions

As well as taking steps to ensure that admissions processes are fair and free from bias, the University has introduced a number of targeted outreach programmes:

- [Opportunity Oxford](#): a bridging programme to provide additional places to undergraduate candidates from under-represented backgrounds;
- [Foundation Oxford](#): an opportunity for talented state school candidates from under-represented backgrounds to help them prepare for undergraduate study at Oxford;
- [UNIQ+](#): a summer research internship programme designed to widen graduate access;
- Participation in the [Target Oxbridge](#) programme that aims to help black African and Caribbean students and students of mixed race with black African and Caribbean heritage increase their chances of getting into Oxford.

Scholarships for Black and Minority Ethnic students

The University continues to seek sponsorship to provide scholarships for BME students as well as investing its own resources. The scholarships below are just a selection:

- [The Centre for Criminology and Brasenose College](#) graduate scholarship for UK BME students;
- [Faculty of History graduate scholarship](#) for UK BME applicants;
- [The UK BAME Studentships in the Humanities](#).

Curriculum and attainment

A growing number of departments have taken steps to develop more inclusive curricula and the University's Education Policy Support team has set up a forum for departments to share experiences and explore next steps. The University's Diversity Fund has funded a project in MPLS Division to develop teaching materials to diversify STEM curricula.

The Oxford Research Centre in the Humanities (TORCH) hosted a workshop on [Decolonising the curriculum: towards a manifesto](#) and continues to promote debate and challenge racism through its [Race and Resistance programme](#).

The [University's Access and Participation Plan](#) includes details of targets for access, success and progression for underrepresented groups and commits the University to halving the unexplained gap in undergraduate attainment for UK-domiciled Black students by 2025.

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Increasing staff diversity

The University continues to work to increase the ethnic diversity of staff through initiatives to, for example, assist in removing bias from recruitment processes. To measure progress it is developing ambitious targets for the representation of BME staff in all staff groups and in University leadership and governance.

The University takes part in international collaborations to promote opportunities for visiting academics, including the [TORCH Global South Visiting Professorships and Fellowships](#) and the [Africa Oxford Initiative \(AfOx\) Visiting Fellows Programme](#).

Bullying and harassment

Eliminating bullying and harassment remains a key focus area. A working group has been established to address the matter at Oxford, and its work includes a specific focus on addressing racially motivated bullying and harassment.