

Across Durham University, activities evidencing our institutional commitment to race equality have been in progress. Examples of impact so far are outlined below, featuring survey insights from the EDI Staff and Student Surveys 2024.

Promote an anti-racist culture

- ▶ 62% of the total staff respondents are confident that **members of their department are able to discuss race-related issues and are able to call out racially inappropriate behaviours.**
- ▶ 55% of racially minoritised student respondents agreed that **in their experience, students from all backgrounds feel included in college events.**
- ▶ An increased proportion of racially minoritised student respondents (54% from 40%) agreed that **when relevant, their course tutors and lecturers are competent in facilitating discussion on race and ethnicity.**

Tackle racism and enhance wellbeing provision

- ▶ 90% of the total staff respondents agreed that **they understand what constitutes racial harassment and other forms of racism.**
- ▶ An increased proportion of racially minoritised student respondents (44% from 38%) agreed that **appropriate action would be taken if they reported a race-related incident to the University.**
- ▶ 67% of racially minoritised student respondents agreed that **the University's Counselling and Mental Health Service is accessible to all.**

Diversify staff and leadership

- ▶ There has been a year-on-year increase in the proportion of racially minoritised applicants and appointees for professional services (PS) posts.
- ▶ 68% of all staff respondents agreed that **the University undertakes recruitment and selection fairly and transparently.**
- ▶ Both Senate (12%) and Council (12%) have exceeded the target of having at least 10% representation of racially minoritised members.

Enhance support for racially minoritised staff career progression

- ▶ 67% of racially minoritised academic staff respondents agreed that **they have received encouragement, opportunity and support to help increase their chances of a successful promotion.**
- ▶ 76% of racially minoritised PS respondents stated that they **have annual (or more regular) appraisals with their line manager**, and an increased proportion (52% from 37%) **find the appraisal process useful.**

Increase racially minoritised student representation, improve their wider student experience and embed race equality into teaching and learning

- ▶ Data from 2021 to 2023 show that there has been a steady increase in the proportion of racially minoritised students at every stage of the undergraduate (UG) applicant journey (i.e. apply, offer and accept).
- ▶ 56% of racially minoritised student respondents agreed that they **had a good understanding of the graduate-level employment opportunities available to them.**
- ▶ An increased proportion of racially minoritised students agreed that **the content of their course reflects the opinions or perspectives of a wide variety of people.**