



Dr Temi Owoka
Race Equality Charter Adviser
Advance HE
First floor Napier House
24 High Holborn
London WC1V 6AZ

Monday, January 18, 2021

Dear Dr Owoka,

On behalf of St. Mary's University, I wish to pledge my commitment to the principles of the Race Equality Charter. Our University has a long tradition of widening access to education for all, while fostering respect and mutual tolerance in society as a whole, in line with our mission and Catholic identity. We see our commitment to the principles of REC as a crucial piece of our equality, diversity, and inclusion ambitions, which are complemented by the contemporary theological reflection on the that the value and uniqueness of each human being.

At St. Mary's, our core values, most importantly Inclusiveness and Respect, guide us to celebrate differences, recognise that everyone is born with a unique identity, respect everybody and treat everyone as we would want to be treated. These values are crucial in creating a culture where everybody, regardless of their background, feels they belong in the St Mary's community and that their contribution is both heard and valued. That is one of the meanings of the Generosity of Spirit that we also hold as a key St Mary's value.

Our fourth value, Excellence, means that we must continue to identify, reflect and act on institutional and cultural barriers that stand in the way of our colleagues and students from minority ethnic backgrounds. We are confident that by committing to the principles of REC, and undertaking the actions listed above, we will service the mission and values of St. Mary's while working to improve the representation, progression, and success of our minority ethnic community members.

I confirm that St. Mary's University is committed to REC's aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

I confirm that in working towards this aim, St. Mary's University accepts the five guiding principles of REC:

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 a deficit model where solutions are aimed at changing the individual.
4. Black and minority ethnic staff and students are not a homogenous group. People from different ethnic backgrounds have different experiences of and outcomes from/within higher education, and that complexity needs to be considered in analysing data and developing actions.
5. All individuals have multiple identities and the intersection of those identities should be considered wherever possible.

I pledge St. Mary's University:

- ✓ to undertake a comprehensive self-assessment of race equality across the institution
- ✓ to develop solutions to the issues identified through our self-assessment
- ✓ to apply for a REC award within three years of this letter

I understand that:

- ✓ Information on charter signatories, award holders and our institution's charter contact person will be publicised on Advance HE's website.

St. Mary's University has nominated our newly appointed Equality Charters Programme Manager, Samantha Goober (samantha.goober@stmarys.ac.uk), as our designated REC contact. Samantha will coordinate internal questions on the charter and will be the conduit for communication with REC staff.

I confirm that we at St. Mary's understand and accept the guidance on REC. I understand that the guidance may change as the scheme evolves and that our charter contact will be informed of any such changes.

Yours sincerely,

Anthony McClaran
Vice-Chancellor