

Objective	Specific Actions
Champion race equality issues in the Department.	<ul style="list-style-type: none"> <li>i) Communicate regularly with the Equality &amp; Diversity Unit.</li> <li>ii) Update the Department's Equality &amp; Diversity webpage.</li> <li>iii) Support the Oxford &amp; Colonialism Network and keep up-to-date with their work.</li> </ul>
Increase the proportion of BME PGT and PGR students.	<ul style="list-style-type: none"> <li>i) Investigate whether it is possible for the ED&amp;I Committee to review BME graduate admissions data annually.</li> <li>ii) Investigate possible sponsorship for BME Home/EU students.</li> <li>iii) Improve pre-application information and guidance for applying to Oxford as well as demystifying Oxford to external candidates.</li> <li>iv) Collect data on leaver destinations to characterise progression of the academic pipeline.</li> </ul>
Increase the ethnic diversity of the academic and research staff body. Determine appropriate success measures towards increasing the ethnic diversity of the academic and research staff body.	<ul style="list-style-type: none"> <li>i) Review data at Department (or Divisional) level to characterise the current makeup of the Department (or Division).</li> <li>ii) Review BME recruitment data over the last 3 years.</li> <li>iii) Investigate how to increase the disclosure rate. (2019 staff data for the Department of Statistics shows that 12% are unknown ethnicity.)</li> <li>iv) Recruitment panels to complete unconscious bias training and race awareness training to reduce risk of bias in the recruitment process.</li> <li>v) Recruitment panels for academic posts to carry out a proactive search process.</li> <li>vi) Put together an extensive list for advertising through networks that support diversity.</li> </ul>
Improve the overall experience of BME students.	<ul style="list-style-type: none"> <li>i) Explore how BME student experiences may differ from their fellow students.</li> <li>ii) Advertise cultural/national societies and campaigns.</li> <li>iii) Review harassment policies.</li> </ul>
Ensure the consistency of Departmental HR practice with Division and University practices.	Review HR Departmental procedures.