

Dear Race Equality Charter Manager,

**RE: Business School letter of support for Race Equality Charter application**

At University of Sussex Business School we believe that “equality, diversity and inclusion is everyone’s business”. The Business School is fully committed to “Inclusive Sussex”, the University of Sussex strategy for equality, diversity, and inclusion. The School appoints a Equality Diversity & Inclusion (EDI) Champion who supports the delivery of Inclusive Sussex and encourages involvement in the Race Equality Charter. They are a member of the School's Senior Management Team. We want to create a culture of anti-racism throughout our school, at every level, to support and celebrate our diverse student and staff community.

As part of our commitment to anti-racism and a determination to build an inclusive environment in which all students and staff feel a strong sense of belonging, we published The Race Equity Action Plan in 2022. We have met our UG UK White:BAME access ratio target for the past three years, it falling to 1.9 in 2020/21. The Business School also has the largest cohort of international students at the University of Sussex. The awarding gap for Non UK BAME students reduced from 48.2% in 2018/19 to 37.9% in 2020/21, for UK Asian from 10.6% to -1.9% and for UK Black students from 16.4% to 9.4%. The Business School has a diverse staff group and a good proportion of BAME academic staff. However, there is some scope for improvement in the number of BAME professors and BAME professional services staff.

We continue to work towards race equality through:

- Staff training and awareness providing opportunities for all to access training on, and events related to, race equity and all other matters relating to underrepresented groups.
- Enhancing student experience by making it easier to access information and support through an easily accessible Race Equality Canvas site, continuing annual recruitment to the ASPIRE mentoring scheme and developing a strategy to support student transition to the Business School.
- Reforming the curriculum to make it more inclusive and to celebrate good practice across the School.
- Continuing work to recruit and retain a diverse workforce, interrogating our current practices throughout the application and appointment processes as well as those for promotion. In respect of senior academic appointments, the School will undertake to increase the percentage of BAME professors to the average of the BAME representation at the other levels.
- Ensuring access to robust concerns/complaints procedures in order that there is clarity in relation to how to report race related incidents and that appropriate support is offered throughout the process.

Yours sincerely,

Professor Steve McGuire  
Dean, University of Sussex Business School

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