



### **College anti-racism statement**

St John's College is committed to becoming an anti-racist community. Racism exists within our own community as well as in society at large. It is unacceptable that any College member or visitor experiences racism and we pledge to acknowledge, challenge and dismantle structural racism within our policies, practices and behaviour. We are determined to ensure that St John's College provides a supportive and inclusive environment in which all our students, staff and Fellows can flourish.

During 2020–21 the College set up a working group on race and equality to address the concerns of the BAME community and identify priorities for action. Members of the group included College students, staff and Fellows and we also benefited from advice from a group of alumni. As a result, the College has agreed an action plan and in the short term we will take steps including:

- Implement a system of active support in order to improve the experience of BAME students in College
- Embed diversity and anti-racism training for all students into College life beyond Freshers' week
- Establish a mentoring scheme for BAME students, drawing on the experience of interested alumni
- Work with outside providers to develop diversity and anti-racism training for all staff and Fellows that is tailored to the College context and culture.
- Explore ways of increasing staff diversity, including working with suitably experienced local employers and running an open day for the local community
- Incorporate the celebration of diversity into the life of College, starting with a photographic exhibition to celebrate current and former BAME members.
- Participate in the University's Black Academic Futures programme and explore future funding possibilities to support access for under-represented groups

This cannot succeed as an isolated intervention. We will continue to strive to understand what it means in practice to be anti-racist and work towards sustained change.

President and Governing Body of St John's College

July 2021