

Policy Number: 2430

Policy Date: 23rd January 2020

6c)	Decolonise UEA
Proposer: Afia Khan (Ethnic Minorities Officer)	
Seconder: Sophie Atherton (Campaigns and Democracy Officer)	
Summary: This policy	
Council Notes	
<ol style="list-style-type: none">1. 016/17 UEA data indicates that whilst white students most frequently drop out for reasons other than failing academically, drop out amongst BME students are consistently most likely due to academic failing.2. Policy 2264 Meaningfully Tackling the BAME Attainment Gap at UEA recognises the need to tackle attainment gaps.3. 77.1% of white students received a first or 2:1 compared with 61.7% of BME students in England¹4. 7.8% of BME leavers were unemployed six months after qualifying compared with 4.3% of white leavers²5. Six months after qualifying, 61.2% white leavers were in both full-time work compared with 54.8% of BME leavers ³	
Council Believes	
<ol style="list-style-type: none">1. That UEA should be an inclusive teaching and learning environment. It is worth noting that inclusivity and diversity are part of, but not the same as, decolonisation.2. Academic disciplines and schools must be more inclusive and reflect the experiences of students of colour. However, discussions of race, prejudice and decolonisation should not be limited to talking about people of colour.3. The burden of tackling systematic changes should not solely fall on the responsibilities of people of colour.4. That UEA should work to remove the "unexplained gap", as mandated by the Office for Students.5. UEA should focus its attention on working towards closing a 'degree awarding gap' which highlights the importance of whole institutional change, rather than narrowing its focus through working on an 'attainment gap'; implying a pressure burdened to students that face adversity through learning and teaching environments.6. University staff should be representative of the student population.	
Union Resolves:	
<ol style="list-style-type: none">1.To mandate the Students' Union to continue its work on Decolonise UEA2.To lobby the university to improve representation and diversity amongst academic staff3.To lobby schools to ensure that the curriculum is reflective of its student experience	

¹ <https://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017/>

² <https://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017/>

³ <https://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017/>