

Newcastle University Race Equality Pledge

The pledge complements the University's Race Equality Charter work and is inspired by the Students' Union's Decolonising NCL campaign.

In keeping with the University's commitment to Equality, Diversity and Inclusion and Social and Environmental Justice, Executive Board approved the adoption of a Race Equality Pledge as its contribution to the Newcastle University Students' Union [Decolonising NCL campaign](#).

In agreeing the pledge, which complements our Race Equality Charter work (the action plan which was signed off on 13 April), Executive Board has been both challenged and inspired by the thinking underpinning the Decolonising NCL campaign.

Therefore, Executive Board pledges to:

- Visibly role-model and uphold the values and practices that will ensure Newcastle University is an anti-racist organisation: a place where all forms of racism and racial harassment are not tolerated.
- Enhance and amplify our knowledge and understanding of race and racial literacy, as well as the lived experiences of global majority colleagues and students.
- Be an ally: we will stand with colleagues and students against any form of exclusion or prejudice; we will support the access, progression and success of students from all under-represented groups; and employ anti-racist mentoring, promotion and recruitment approaches to strengthen diversity of thought and experience within the University.
- Undertake anti-racist training opportunities on an ongoing basis.
- Lead continuous improvement by reviewing the impact of our actions.

Executive Board is also keen to encourage and support individual academic and professional service units to create and maintain their own pledges. There is some guidance available on making these pledges on the [Decolonising NCL website](#).