

Statement from AUC Core Management #BlackLivesMatter

11 June 2020

AUC Core Management Team wishes to thank AUCSA for convening this week's important discussion meeting. We also thank all those who contributed, for their engagement, honesty and courage. The depth and extent of our failure to act on institutional racism has become clear to us, and this must be a turning point for AUC.

We acknowledge that institutional racism persists throughout society and that this includes AUC. We apologise that we have not taken sufficient actions to address this, and for the pain and frustration this has caused. Based on our principles and values, we should be leading in combatting systemic racism but so far we have failed to do so. The initiatives we have taken have been insufficient and too slow.

We commit today to a new approach.

- We will thoroughly review, speed up and prioritise our existing commitments and projects and make the results visible and open to scrutiny.
- We will take action to deliver and embed inclusiveness thoroughly throughout all our processes, including admissions, student support, scholarships, staffing and curriculum development, and we will review and report on our progress regularly.

These commitments are backed up by concrete actions that are made clear and time specific. These include:

- Reviewing our curriculum to eradicate colonial and racist heritage and include affirmative learning about anti-racism (complete the initial scan no later than 1 February 2021).
- Increasing the number of black students and students of colour at AUC through reviewing and reforming our admissions process in Autumn 2020, mandatory training for those AUC staff involved, re-establishing targeted scholarships (already agreed with AUC Scholarship Fund) and improving our partner school work.
- Increasing the number of black lecturers and lecturers of colour at AUC by mandatory training for AUC staff involved in

deployment/hiring as of now, and checking all stages of the process to ensure they are inclusive, and by informing our key partners in the universities of our aims and actively seeking their supporting in helping us achieve it.

- Proactively supporting black students and students of colour at all times, and reaching out to them at times of need, by embedding this as a firm expectation within our tutor team and support services, from today onwards.
- Structurally embedding checks and feedback loops within existing mechanisms, in all work undertaken from today, such as annual consultations (for staff), evaluations and surveys (for students) and peer review (for courses).
- Ensuring that students have a place where they can report any incident of harassment or discrimination, large or small, and anonymously if they wish, and that these reports are monitored, and followed up by urgent and appropriate actions.
- Declaring AUC's stance against racism and in support of inclusive practice whenever we can, including on our website, and taking further steps to ensure that our physical and digital spaces are inclusive.
- Establishing before the coming academic year forums where student concerns can be heard directly by AUC and responded to, and where ideas for further actions can be generated and agreed.

We will develop these in an inclusive way, and the management of AUC will lead on and take responsibility for their implementation. We furthermore plan to appoint a diversity officer to strengthen our capacity for the implementation of meaningful change. We will seek the engagement and support for more action across our community and we will work with all stakeholders to ensure our actions are delivered effectively.

As individuals, we want to say these discussions have impacted profoundly on each of us. We have been made even more painfully aware of the fact that we have had the privilege of only learning about racism and not experiencing it. We make a commitment to strive even harder to challenge ourselves and to work appropriately and in solidarity with those most affected to stand up to systemic racism. We thank you for your continuous efforts to remind us of that, while acknowledging that these should not be necessary.

Murray Pratt, Dean
Michiel van Drunen, Director of Education
Belinda Stratton, Managing Director