



School of Management

Anti-racism statement

October 2020

The School of Management is committed to anti-racist and inclusive organisation in all its forms – including our own School. To achieve this we know that actions are needed to address the impact that broad structural injustices, exclusion and exploitation have on BAME members of our staff and student community.

Our commitment as a School in this area is to constantly listen, reflect and learn – and from that to review, improve, increase awareness, and to encourage staff and students to act in support of racial equality and justice, and we commit to putting in place tangible actions to make our contribution to a more just society more substantive.

Our immediate actions include:

- Exploring how we can diversify our curriculum across undergraduate and post-graduate programmes. This will build on our 2018 review of equality, diversity and inclusion in our School of Management modules with opportunities to broaden perspectives where our curriculum reflects white privilege and power. An audit of inclusive curriculum practices in the School will be undertaken over the winter and feed into a University-level audit.
- We are seeking to better understand BAME student and staff experiences of our curriculum and will hold an online forum to collect views and suggestions for decolonising the management curriculum - with a view to establishing ongoing student participation in curriculum redesign.
- We commit to ensuring our learning outcomes and methods of assessment are fully inclusive and do not reward white privilege. Over the last year we have reflected on group work processes with our postgraduate students and developed guidance for inclusive group work. We commit to both ensuring that all School of Management module tutors understand this guidance, and to facilitate continued student input in to and ownership of the guidance.
- We are establishing 'decolonising the management curriculum' online resources which all students, staff, postgraduate research student tutors and guest speakers can access and add to. This will be made available on the School of Management web pages which will also link to the Library's 'Anti-racism' online resources. These resources will be highlighted in our guest speaker instruction packs, and in our staff and student induction materials.
- We support University initiatives e.g. ['Diverse St Andrews'](#) and 'Report & Support'.
- We are working towards including critical scholarship within our curriculum by establishing a 'decolonising the management curriculum' reading group for students and staff.
- We are making unconscious bias training mandatory for all staff and postgraduate research student tutors.
- We commit to diversifying our sense of the communities that we engage with, and will be commissioning a seminar series to reflect on inclusivity.

We will continue to reflect, listen, learn and act to support racial equality and justice.

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