

Race Equality Policy

British Educational Research Association

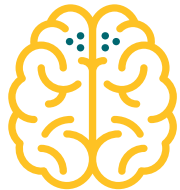


Race Equality Policy



Our Commitment

BERA affirms its commitment to the equitable treatment of all people. We acknowledge, seek to better understand, and intend to change the structural and institutional inequities and unjust power imbalances that affect our members and the wider research community.



Diversity Benefits

BERA recognises the benefits and advantages that diversity offers, including the potential for greater innovation and creativity, wider engagement and improved wellbeing, and a more varied range of skills, talents and life experiences, all of which bring fresh perspectives to our work.



Equality

BERA will not discriminate on grounds of sex, gender, gender reassignment, age, race, ethnic or national origins, colour, marital status, sexuality, family responsibility, disability or impairment, religious or other beliefs. BERA firmly rejects any form of discrimination that can be shown to be either directly or indirectly based on these human attributes and values. This policy specifically refers to our plans to tackle racial discrimination, and wider equality issues are being addressed in other ways across the organisation.



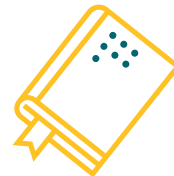
Equal Opportunities

BERA operates an equal opportunity approach to all our processes including recruitment, selection, appraisal, training and promotion across the organisation. Our selection and assessment criteria and procedures will be monitored and reviewed to ensure that both processes and criteria do not discriminate unfairly or perpetuate inequalities. Our staffing policies and programmes will continue to include appropriate equality and diversity training and support.



Measuring Success

BERA recognises the need to measure the success of this policy and develop it further. This policy and the associated action plan should not be seen as an exhaustive list of actions: they are designed to complement other strategies and initiatives.



Action Plan

To realise our objectives, we have developed an action plan that contains specific targets and means to achieve them. In an annual report, we will evaluate this action plan, publish the relevant data and assess progress against the targets set out in it, in order to hold our academic and professional leadership to account.

Our key objectives

To achieve the objectives set out in BERA's Race Equality Policy, we will carry out the following actions. Furthermore, we will monitor, regularly evaluate and report on progress towards the following targets. Each committee will report to Council on an annual basis against the targets within their remit.

- improve diversity at all levels of governance
- improve representation in our journals in every respect
- increase the diversity of speakers at all BERA events
- improve support and mentoring for BAME members
- develop relationships and partnerships with BAME organisations across our range of work to help us meet our objectives
- increase awareness of and deliver reasoned responses to the issues faced by BAME researchers that are intrinsically linked to the structural inequalities and unjust power imbalances within the wider research community.



ACTION PLAN: BERA Governance

ACTION	TARGET	CURRENT SITUATION (as of January 2021)
<p>Prioritise BAME members in the next rounds of recruitment for all vacancies, and take positive action where we are legally allowed to do so.</p>	<p>At least 15% of the collective membership of BERA Council and committees should be BAME by the end of 2022; this proportion should rise to at least 18% by 2024. This should be achieved on all BERA committees, and our intention is that by 2024 every committee has at least one member from a BAME background.</p>	<p>Three BAME members (9%) among a total of 35 committee members. One BAME member (6%) among 18 members of BERA Council. No BAME representation on four of the seven BERA committees.</p>
<p>Encourage those from BAME backgrounds to apply for posts, including key leadership positions, with targeted advertising and networking.</p>		
<p>Use co-options as a means to quickly redress gaps in representation.</p>		
<p>Review our selection processes and criteria for unconscious bias.</p>		
<p>Invite BAME members to shadow current members of committees and BERA Council.</p>		
<p>Put in place equality and diversity training, and monitor its quality, across all levels of governance.</p>		

Facts and Figures

6%

One BAME member (6%) among 18 members of BERA Council.

9%

Three BAME members (9%) among a total of 35 committee members.



15%

At least 15% of the collective membership of BERA Council and committees should be BAME by the end of 2022.

ACTION PLAN: BERA Journals

ACTION	TARGET	CURRENT SITUATION (as of January 2021)
<p>Prioritise BAME members in the next rounds of recruitment for all vacancies.</p>	<p>At least 15% of our combined editorial teams and boards should be BAME by the end of 2022, rising to at least 20% by 2024.</p>	<p>Four out of 25 journal editors are BAME (16%; this figure was between 2% and 8% until mid-2020), and 12 out of 77 editorial board members (15.3%).</p>
<p>Encourage all editorial teams to seek diversity as they recruit or replace members or apply for term renewals.</p>		
<p>Seek immediate opportunities to add members to existing editorial boards to make them more diverse.</p>		
<p>Request that our publishing partners, Wiley, collect and report on data of the ethnicity of authors submitting to our journals, and their acceptance rates, and consider the findings of that exercise to determine whether more targeted action is necessary.</p>		
<p>Review our selection processes and criteria for unconscious bias.</p>		

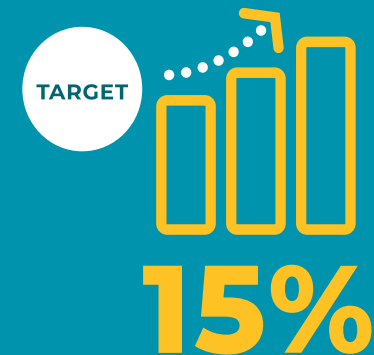
Facts and Figures

4

Four out of 25 journal editors are BAME

12

Twelve out of 77 editorial board members are BAME



At least 15% of our combined editorial teams and boards should be BAME by the end of 2022, rising to at least 20% by 2024.

ACTION PLAN: BERA Events

ACTION	TARGET	CURRENT SITUATION (as of January 2021)
All events with four or more speakers should have a diverse panel that includes at least one BAME speaker.	At least 15% of all speakers at BERA-organised events should be BAME by 2022, rising to at least 20% in 2023.	In 2020, 18 of 161 speakers at BERA events (11%) were BAME.
If statistics show that we are failing to meet our targets then we will increase the above requirement at the earliest opportunity.		

Facts and Figures

18

In 2020, 18 of 161 speakers at BERA events (11%) were BAME.

2

Two out of 12 recent BERA Conference keynote speakers



15%

At least 15% of all speakers at BERA-organised events should be BAME by 2022, rising to at least 20% in 2023.

ACTION PLAN: BERA Awards and Mentoring

ACTION	TARGET	CURRENT SITUATION (as of January 2021)
Monitor all our awards and funding streams for diversity and consider the results of that exercise to determine whether more targeted action is necessary.	We will publish aggregated numbers on the race and ethnicity of those applying for BERA awards or funding opportunities, and the outcomes of those opportunities.	N/A
Monitor the diversity of all our judging panels, including the College of Reviewers, and publish the results.		
BERA's Engagement Committee is tasked with developing a new mentoring programme that addresses diversity by the end of 2022.		

Facts and Figures

12

Over £80,000 of funding awarded in the last 12 months

36

36 award and funding recipients in the last 12 months



2022

BERA's Engagement Committee is tasked with developing a new mentoring programme that addresses diversity by the end of 2022.

ACTION PLAN: BERA Outreach and Development

ACTION	TARGET	CURRENT SITUATION (as of January 2021)
Identify key partner organisations that can help develop BERA's work on diversity and inclusion, and establish links with them during the course of 2021 with the intention of pursuing collaborative working, including events and projects.	Establish at least one strategic partnership by the end of 2021.	N/A
Fund research into the role that race and ethnicity plays in education and educational research'.	Ensure that race and ethnicity issues are fully addressed in our 'State of the Discipline' project.	
In our work analysing the outcomes of the next Research Excellence Framework (REF) exercise we will examine its insights into race and ethnicity within the education discipline.		
Strengthen BERA platforms for addressing topics relevant to the structural and institutional determinants of inequality and exclusion, and their impacts on BAME individuals in education and educational research'.	Continue to run events and publish blogs and other material on these issues, with the support of BERA's Race, Ethnicity and Education special interest group.	


Facts and Figures

TARGET

2021

Establish at least one strategic partnership by the end of 2021.

TARGET



Ensure that race and ethnicity issues are fully addressed in our 'State of the Discipline' project.

TARGET



SUPPORT

Continue to run events and publish blogs and other material on these issues, with the support of BERA's Race, Ethnicity and Education special interest group.