UCL FACULTY OF BRAIN SCIENCES

Faculty Race Equity Lead

The Faculty Race Equity Lead will support the representation, progression and success of ethnic minority staff and students in the Faculty of Brain Sciences, identifying and enabling actions essential to ensure real change in this area.

The Faculty Race Equity Lead will work with the Faculty Vice Dean (Equity, Diversity and Inclusion), central UCL Equity, Diversity and Inclusion (EDI) team, and other Faculties and Schools as appropriate, to garner advice and support; and will work across Institutes and Divisions to promote best practice and collate an overview of activity across the Faculty.

Timeline
Closing date for applications is Friday 9th September
Interviews will be held on Tuesday 27th September

Role Overview
This is nominally a half day senior leadership commitment which can be combined as part of the academic or professional services role (please discuss with your line manager how your current workload would be managed to accommodate). It will be recognised at appraisal and as a significant Institutional Citizenship role, can contribute towards reward (e.g. awards of increments or pay awards) and promotion or career progression.

The appointment will be for a term of 3 years in the first instance, with annual reviews; and the possibility of renewal.

The Faculty Race Equity Lead reports to the Vice Dean (Equity, Diversity & Inclusion) and works closely with the central UCL EDI team.

The Faculty Race Equity Lead will also be a member of the Faculty Equity, Diversity and Inclusion Team and oversee the development and implementation of any cross-Faculty activities.

The Lead will have an excellent understanding of the challenges and opportunities related to race equity in Higher Education. The Lead will be collegiate, an excellent communicator and will be motivated to engage with the Faculty community. They will be proactive, sensitive to the differences between the Institutes and Divisions that make up the Faculty and will be able to lead on initiatives within the Faculty to further race equity.

Responsibilities
Key responsibilities include:

• To act as a channel for communication and consultation between black and minority ethnic staff and students and senior management, via the Vice Dean (EDI)

• To lead the Faculty’s Race Equity Team, which meets once every two months, including chairing these meetings.

• To support various race equity groups at UCL in developing activity and monitoring actions plans to secure RECM awards and support co-ordinated discussion with School and UCL leads.

• To advise on the review of Faculty plans, strategies, policy and guidance to ensure that they attend appropriately to race equity.

• To provide leadership on the development of RECM initiatives and help co-ordinate and maintain an awareness of its activity across the Faculty, ensuring close liaison with staff who participate in RECM activity across the Schools/Institutes/Divisions in the Faculty and wider UCL.

• To actively support and promote schemes devised to widen participation by under-represented groups at all levels.
• To make regular reports to the Vice Dean (EDI) including any issues raised by Divisions/Institutes, or recommendations for actions to be implemented at Faculty level.

• To provide regular updates on Race Equity activity at Faculty Leadership Team meetings.

• To communicate with relevant institutional UCL groups, such as the RaceMatter@UCL forum and 1) share with the Group progress of Race Equity actions in the Faculty 2) suggest any ideas from the Faculty that could be implemented at School/UCL level; 3) comment on the common themes or issues raised by Divisions/Institutes for discussion; 4) disseminate information to the Vice Dean (EDI).

• To develop external networks as relevant, in addition to building up internal collaborations.

**Person Specification**

The person will:

• Be a member of staff in the Faculty of Brain Sciences.

• Have experience of leading a team or a significant project, including experience of strategy/plan/project development and implementation.

• Be able to initiate and nurture positive, constructive working relationships at all levels across the Faculty and UCL, and to deliver by working with others.

• Have an excellent understanding of Equity, Diversity and Inclusion issues within the universities and in society more widely and have experience of proactively supporting EDI values.

• Be an excellent communicator.

**To apply**

• Submit an expression of interest to [fbs.edi@ucl.ac.uk](mailto:fbs.edi@ucl.ac.uk) briefly outlining how you meet the person specification by **Friday 9th September**

• Please keep applications to under one page.