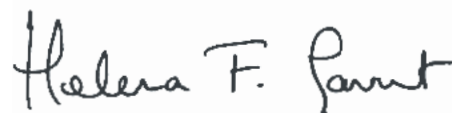

ANTI RACISM PLAN

ROYAL WELSH COLLEGE
OF MUSIC & DRAMA
COLEG BRENHINOL
CERDD A DRAMA CYMRU

RWCMD is a space for everyone – inclusivity is a core value and we respect each other. This is integral to our excellence.

"Our Strategic Equality Plan is a set of eight overarching objectives for 2020-25, backed up by an annual action plan. Alongside this, and directly linked to it, we have translated the objectives into an Anti-Racism Plan which spells out the actions we will take this year and in future to create the kind of inclusive College experience we all want to share. This is an illustration of how equality, diversity and inclusion is promoted for the protected characteristic of race. All protected characteristics are included in the Strategic Equality Plan and annual action plan."

"As our International Chair of Diversity Uzo Iwobi said so elegantly at the launch of Black History Cymru 365, this is a journey we are on together. We know we haven't arrived yet, but we are listening and learning as we go and it's great to have support across the College to help get it right. It's a challenging journey, but, learning together creates huge value at many levels. Thank you to everyone who's working with us on this."



Prof Helena Gaunt | Principal

Our actions are planned for
the **SHORT TERM** and
the **LONGER TERM**

THIS YEAR

we are taking action and making
change through three focus points:

-
- + Supporting and engaging students, audiences and communities
 - + Strengthening our creative practice
 - + Developing structures and training
-

NEXT YEAR

we will go further:

-
- + Stretch ourselves further in sustainable transformational change
 - + Report our progress
 - + Continue to listen and learn
-

SUPPORTING and ENGAGING students, audiences and communities

GROWING a support network for students with a race protected characteristic

HELPING with hardship where financial inequality exists

EXTENDING our counselling service to increase expertise

LISTENING in depth to student experiences and talking them through

Embed an **ANTI-RACISM** ethos at all levels of College life

SEEKING OUT/ DEVELOPING new audiences

CLARIFYING and **COMMUNICATING** our complaints system

CONNECTING regularly with students who have a race protected characteristic

CONNECTING with communities to find new talent

Strengthening our CREATIVE PRACTICE

**BRINGING
TOGETHER** new
advisory groups to
focus on music
and drama

RECRUITING
ethnic minority
people to teach
and influence

Setting out
specific pledges
for our **CREATIVE
PROGRAMME**

Introducing
clear targets for
DIVERSIFYING
our audiences

INTEGRATING
a visible theme
of respect across
college life and the
stories we tell

Membership of
and **ENGAGEMENT**
with leading sector
organisations

Scholarship
funding to attract
more **DIVERSE**
students, including
those with a
race protected
characteristic

Ongoing **REVIEW**
of degree
programmes with
anti-racism front
of mind

DEVELOPING structures and training

FOCUSING on race **AWARENESS** as we develop our staff and trialing new training for professional development

COLLECTING and **ANALYZING** data to check progress

Introducing clear **EQUALITY, DIVERSITY** and **INCLUSION** objectives into curriculum development and our academic strategy

REFRESHING our student induction to include race awareness within a focus on engaging with difference, and on power, boundaries and respect

Introducing **TRANSPARENT** ownership and accountability of our overarching equality strategy

Setting new **TARGETS** for recruiting diverse staff

TIMELINE of what happens when...

