

Case Study

Race and Ethnicity Strategy Review

Who We Worked With

St George's, University of London

The Situation

As part of their approach to equity, diversity and inclusion across the institution, St George's were carrying out an internal Race Equality Review. They asked SUMS consultants to support this work, acting as objective outsiders to clarify the University's ambitions and to support the building of consensus, collaboration and commitment to constructive change.

What Happened

The SUMS consultants reviewed the current approach to race equality at the University and how it speaks to the University's approach to EDI more generally. They used the development of an anti-racist policy as a particular focus, facilitating and supporting conversations with a view to transitioning from discussion to

ongoing culture change.

Assessing current practice gave the consultants the opportunity to identify areas of innovation and effectiveness within the institution. They were also able to provide comparison to best practice elsewhere within the HE sector and beyond. They partnered with the internal team to make recommendations for practical steps

What We Do

- > Reviews of institution-wide approaches, with evidence-informed recommendations for change
- > Partner with you to create tailored, forward-looking and aligned change plans
- > Help you analyse data and evidence, from within your institution and across the sector
- > Act as an objective partner to facilitate open, honest discussion across your institution





“It was helpful to have a critical friend to support us in building a culture of open and honest discussion, enabling us to move forward constructively. The recommendations made by SUMS were tailored to our community and our culture.”

DR VANESSA HO

DEAN FOR EDI,
ST GEORGE'S, UNIVERSITY OF LONDON



to address immediate challenges and longer-term strategies to develop cultural change and address equity.

The Difference It Made

The support of SUMS consultants with this work helped to build the confidence of St George's internal EDI team. We looked at their organisational culture and partnered with them to find solutions tailored to their specific situation. Following the review, appropriate governance has been developed to ensure that the culture of open discussion can be supportive in driving ongoing culture change that delivers racial equity.

