

The School of Dental Sciences: Our Pledge to NUSU

The staff and students in the School of Dental Sciences pledge to make an antiracist, diverse and inclusive dental school that values everyone equally and ensures equity for all.

We pledge to continue our work coordinated by the School EDI committee to:

- Decolonise the curriculum by increasing cultural competence around education and healthcare, revising teaching material from the perspective of content and by whom it is delivered by end of academic year 22/23.
- Increase cultural competence around education and healthcare settings, by working with University and Community representatives to design a bespoke Cultural Competence programme in 20/21 and launching its pilot programme in 21/22.
- Continue to monitor the diversity of our committees across the School such as the Student Staff Committee student representatives.
- Address unconscious bias in admissions ensuring all staff are up to date with current training and any new training developed.
- Actively encourage applications from black students working with our Admissions Team, Faculty Student Recruitment, Inclusive Newcastle and black communities.
- Manage unconscious bias during face to face assessments by utilising/developing appropriate training for our staff and more precisely identify the awarding gap in Academic year 20/21 and work towards reducing this gap over academic years 21/22 and 22/23 and beyond aiming to attain the same proportions of merits/distinctions within racially minoritised and non-racially minoritised cohorts.
- Actively support local and central management of unwanted behaviour against protected characteristics by emphasising report mechanisms and providing active bystander training for all staff in the School and extend to student cohort by academic year 22/23.
- Strengthen diversity in our research which in turn informs our teaching by developing strategies for widening participation in our patient and public involvement activities and reaching out to more diverse groups when recruiting research participants.
- Consider how to increase the diversity of our research community by engaging with national initiatives around research careers and academic training but also by taking local action. We will continue to prioritise research which addresses inequalities across a range of sociodemographic indicators.
- Actively engage in consultation and collaboration with diverse and seldom heard communities through involvement in research, the dissemination of research and oral health care education and student recruitment initiatives to widen access and participation.