

Decolonising the Curriculum Working Group

Terms of Reference

Purpose

The Decolonising the Curriculum Working Group is established to provide strategic oversight, leadership and coordination for the decolonisation of the University's education provision. The Working Group will lead and support work to identify, address and dismantle coloniality within the University's curricula to ensure that teaching, learning, assessment and associated practices are equitable, inclusive, representative and relevant to Brunel's diverse student and staff community.

The Group will take a strategic, action-oriented, and self-reflective approach to addressing coloniality and improving inclusion and belonging across the University. The work of the Group will support Brunel's commitment to addressing racial and ethnic inequities across the success element of the student lifecycle and aligns with the Access and Participation Plan (APP), Equity Strategy and Anti-Racism Strategy.

This is critical for the following reasons:

- To foster a culture of belonging and inclusion to support all students to meet their full potential.
- To address and reduce disparities in student outcomes linked to ethnicity across the student lifecycle.
- To cultivate an environment which seeks to proactively and coherently address awarding gaps between different ethnicities.
- To ensure alignment with lived experience to support engagement with teaching, learning and assessment.
- To ensure that our diverse staff and student population is celebrated and reflected across University teaching practices and culture.
- To align with sector best practice and regulatory requirements to address risks to equality of opportunity.

Scope and Responsibilities

The Working Group will:

- Support work to acknowledge and interrogate the presence of coloniality and historical inequities within curricula.
- Provide strategic advice and guidance across the organisation to create inclusive curricula and teaching practises recognising and celebrating the diversity of lived experience across staff and students.
- Support the development of curricula that embed diverse scholarly perspectives, including voices from the Global South, within core teaching materials.
- Lead a move beyond surface-level diversification (e.g. reading lists alone) towards meaningful curriculum transformation.
- Lead and support work to reduce disparities in student outcomes linked to ethnicity across continuation, attainment and completion.
- Build staff capability, confidence and shared understanding of decolonising the curriculum.
- Ensure that decolonisation efforts are strategic, coordinated and sustainable across the institution.
- Take a whole-institution perspective whilst recognising differences across programmes, including regulatory, historical and contextual differences.

- Avoid duplication of work by aligning with and building on previous and ongoing internal and external initiatives.
- Ensure student and staff voice is meaningfully embedded in the work.
- Monitor and evaluate progress and impact of work, including reviews of relevant outcome data and progress made against University goals.

Membership

- The group will be co-chaired by the Associate Deans for Equity and Inclusion for CHMLS and CALSS.

Membership will include:

- Associate Pro-Vice-Chancellor – Quality Assurance
- Associate Pro Vice Chancellor for Equity and Inclusion
- Associate Deans for Equity and Inclusion
- Strategic Lead for Access and Participation
- Equity Lead (Students)
- Representation from the Academic Professional Development Unit
- Academics and Professional Services Staff
- Students

Ad hoc Members:

- Other University colleagues will also be invited to the working group on an ad hoc basis as required.
- Members can be selected based on expertise of DtC, lived experience, and interest in the work of the group.

Governance

- The Steering Group will report to the University Education and Student Experience Committee (UESEC) and Access and Participation Sub-Committee (APSC).
- The working group will also liaise with other relevant groups.

Meetings

- The group will meet twice per term, with additional meetings scheduled as needed for key projects.
- The ethos of the meetings will be to engage in conversations that are both courageous and reflective that challenge colonialism and structural barriers and drive institutional change.