



UNIVERSITY OF  
LEICESTER

**Equality, Diversity and Inclusion Team**

## **Guide to Race Related Terminology**

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## 1. Purpose

This document seeks to provide an overview of the key terms for use across the University when referring to race and ethnicity, approved by staff and students through the Race Equality Action Group. The use of a common vocabulary facilitates a mutual understanding around race, seeks to avoid misunderstandings and clarify what is being inferred by the use of certain terms. Whilst the following key terms have been agreed by staff and student representatives, we recognise that these will require continuous review and that on-going discussions related to race and ethnicity are necessary to facilitating and progressing understanding and awareness towards advancing race equality.

This document should be used as a guide and it is crucial that there is consideration to the context in which race related terminology may be used. It is important to recognise that groups or individuals will have preferences for the use of these terms to describe their own ethnic identity. It is always best to check or gain consensus to use any given terminology rather than assuming that it would be considered as acceptable.

Whilst the University will seek to review this document annually, any uncertainty should be clarified by contacting the Equality, Diversity and Inclusion Team on [equalities@le.ac.uk](mailto:equalities@le.ac.uk).

## 2. Agreed University Terminology: Summary

The University recognises that terminology relating to race is rapidly evolving and that whilst there is not a universally supported term for referring to minority ethnic communities, the University recognises the importance of engaging with our staff and students to agree a common vocabulary. Whilst discussions relating to terminology must remain under continuous review, in agreeing to these institutional common terms we endeavour to accelerate our efforts in moving beyond language to undertake action to address racial inequalities.

Upon consultation with staff and students, through the Race Equality Action Group, the University will support the use of the term 'minority ethnic'<sup>1</sup> when referring to groups other than white. The University will support the use of the term BAME<sup>2</sup> (Black, Asian and Minority Ethnic) for data and reporting purposes only. The use of the term Black<sup>3</sup> refers to those who identify as being from an African, Caribbean or other Black background. The term Black<sup>4</sup> will be capitalised in recognition of the continued structural and societal racism experienced by Black communities.

To further our commitment to advance race equality we would encourage all staff and students to familiarise themselves with this document.

**Note- wherever possible refer to specific ethnic groups when talking about race.**

Term	When
BAME (Black, Asian Minority Ethnic)	For data purposes only.
minority ethnic	In all communications referring to all ethnic

<sup>1</sup> See 5.10

<sup>2</sup> See 5.2

<sup>3</sup> See 6.1 and 7.2

<sup>4</sup> See 6.1

<b>Term</b>	<b>When</b>
	groups other than white*.
Black/Black ethnic background	Used when referring to anyone who is from an African, Caribbean or other Black background.
Asian/ Asian ethnic background	Used when referring to anyone who is from a Bangladeshi, Chinese, Indian, Pakistani, Any other Asian background. Whilst we encourage reference to specific ethnic groups, where the more general term Asian is being used, it may be helpful to distinguish whether this is related to those from South Asian or East Asian backgrounds (where applicable).
mixed ethnic background	Used when referring to anyone who is from an Asian and white, Black African and white, Black Caribbean and white, any other mixed background.
white/white ethnic background	Used when referring to anyone who is from a white British or white other** background.

### **3. Background**

Language is constantly evolving and there are a number of terms in use around race and ethnicity. The use of these terms depends on the context in which they are being used, why they are being used and how the decision to use those terms have been agreed. There have been a number of campaigns and movements nationally and internationally which have introduced and supported the use of new or alternative language around race. Even though there is an increasing spotlight and expectation on Universities to accelerate their work towards race equality there is no sector specific or societally supported race related terminology. This document therefore seeks to outline the University's current position regarding race related terminology to harmonise the use of these terms across the University.

In developing this document, we have engaged and consulted with staff and student representatives who are members of our Race Equality Action Group to ensure that our terminology is understood and relevant to our students and staff body.

This document aims to improve discussions relating to ethnicity<sup>5</sup>, race<sup>6</sup> and advancing equality in these areas. This includes recognising that race is a social construct related to grouping people by their shared physical characteristics, whereas ethnicity refers to grouping people based on a number of factors including shared culture, language and geographical region. The more these areas are discussed, the more comfortable people will become in those discussions.

### **4. Current landscape**

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<sup>5</sup> See 5.5

<sup>6</sup>See 5.12

\*/\*\*- the University is undergoing consultation with key stakeholders regarding the inclusion of white other as a minority ethnic group. Where white other is included as a minority ethnic group this should be explicitly referenced.

Global events and reports have prompted individuals, organisations and countries to take a much more pro-active approach to addressing racism and advancing race equality. These include events such as the killing of George Floyd in May 2020 and the disproportionate impact of Covid-19 on minority ethnic communities. Research into the extent of racial harassment in higher education and the increasing expectation placed on Universities by funding bodies to demonstrate progress toward race equality has accelerated the urgency of this work. Sector data which evidences significant disproportionalities of experiences and outcomes for students based on ethnicity, such as of the awarding gap and satisfaction, provides a clear driver to undertake action to address these disproportionalities.

#### **4.1 Black Lives Matter**

The University stands in solidarity with our Black staff and students and is taking pro-active steps to stamp out racism and racial injustice through working with our Black students and staff to develop our approaches to ensuring inclusivity in everything we do. The distinct experiences of Black staff and students are often overlooked or referenced as part of the collective experiences of minority ethnic groups. The University recognises that the experiences of our Black staff and students are at times distinct from other minority ethnic groups and this calls for the University to take a much more nuanced and pro-active approach to improving experiences for our Black community. More information on how the University's response to Black Lives Matter can be found [here](#).

### **5. Race related terms and definitions**

#### **5.1 Anti-racism**

Anti-racism is an active commitment to working against racial injustice and discrimination. It involves making conscious and thoughtful decisions regarding your own behaviours and how they can/might negatively influence and impact your own stereotypes, biases and discriminatory actions.

You do not have to be free of racism or bias to be anti-racist. Part of the role as an anti-racist person is self-reflection and self-improvement.

Whilst everyone has a responsibility to advance equality and stand up to racism, the University also supports appointed staff Diversity Champions who have a specific remit to pro-actively support the University and our staff and students to advance race equality.

#### **5.2 BAME and BME**

BAME is an acronym for Black, Asian and minority ethnic whilst BME stands for Black minority ethnic. The term BAME is widely used in reporting and using data across many sectors including government, education and media. Within the Higher Education sector it is also used for statutory returns and national charters such as the Higher Education Statistics Agency and the Race Equality Charter Mark.

Both terms have their limitations, including:

- ❖ They imply that BME/BAME individuals are a homogeneous group.
- ❖ BME/BAME was not proposed and is not universally accepted by those who are assumed to fall within it.
- ❖ It others those who do not identify as white and re-enforces white as the norm.

- ❖ Many individuals from minority ethnic groups do not identify themselves as BAME.
- ❖ Both BME and BAME single out specific ethnic groups, this can be divisive and exclusionary.
- ❖ They can be perceived as convenient labels that are placed on minority ethnic groups of people, rather than identities with which people have chosen to identify.
- ❖ They ignore the fact that Black, Asian and other visible minority ethnic groups in the UK are actually part of a global majority of non-white people.
- ❖ They have a tendency to be perceived as referring to non-white people, which does not consider white minority ethnic groups.

The University recognises the limitations in using these terms and will use the term BAME (as the more inclusive of the two) only for the purposes of data analysis and benchmarking, and only when the data refers to aggregated ethnic groups such as Asian, Black or Mixed.

When using the term BAME, the University refers to all ethnic groups other than white .

**To avoid generalisations and/or homogenising of experiences of specific groups, wherever possible considerations and references should be made to specific ethnic groups.**

### **5.3 Ethnic**

Bhavnani et al. (2005, p. 213) point out that it is common in language used in areas such as the media, for 'ethnic' to be synonymous with not-white or not-western, for example with 'ethnic clothes' or 'ethnic restaurants'. This is not the case and it is important to remember that everyone has an ethnicity and white British is an ethnic group.

Furthermore, there are many different white ethnic groups, and their experiences of higher education can differ.

Both staff and students may identify with white minority ethnic groups, for example, Jewish, Arab, Gypsy/Roma/Traveller, Irish, other European. In recognising this the University is working to develop our systems to support the integration of a 'white other' option of disclosure for staff and already offer this for students.

### **5.4 Ethnically Diverse**

The use of this term to refer to minority ethnic groups is incorrect because ethnically diverse refers to the ethnic diversity of any given population which would also include white groups and individuals. Stating that the University is ethnically diverse doesn't mean the same as stating the University has a high representation of minority ethnic communities. A frequent error is when individuals are referred to as ethnically diverse.

### **5.5 Ethnicity, Ethnic Origin, Ethnic Background**

[Universities Scotland](#) refer to a 1983 House of Lords' decision that suggests an ethnic group would have the following features:

- ❖ a long shared history of which the group is conscious as distinguishing it from other

groups and the memory of which it keeps alive

- ❖ a cultural tradition of its own including family and social manners, often but not necessarily associated with religious observance
- ❖ a common, however distant, geographical origin
- ❖ a common language and literature

## 5.6 *Ethnicity and Nationality*

There are some key considerations relating to the intersectionality of ethnicity and nationality:

- Whilst it is recognised that some ethnic groups are also nationalities such as Pakistani, Chinese and Bangladeshi and are naturally capitalised due to this reason, it is important to ensure other minority ethnic groups are capitalised to ensure the same status is given, this includes Black.
- Whilst the groups white and Black infer colour, Black is capitalised to ensure that it is given the same status as other minority ethnic groups as well as the reasons given in section 4.1.
- The term minority ethnic is largely only relevant in a UK and European context, where white communities represent the largest ethnic group. Therefore many international staff and students may not recognise or identify as minority ethnic because in their country or continent of origin they are the majority ethnic group.
- **When the term ethnic minority is used within the University it includes staff and students from both UK and non-UK background unless otherwise stated.**
- [Sector specific data analysis](#) into the varying experiences of individuals based on the intersection of their ethnicity and nationality have demonstrated that nationality has a significant impact on the experiences and outcomes for minority ethnic staff and students. It is therefore important that when differential outcomes and experiences based on nationality and ethnicity are identified that explicit reference is made to distinguish this. For example- UK or Non-UK minority ethnic groups.
- To recognise the distinct experiences of those who identify as white other, the University is currently undergoing consultation with key stakeholders regarding the inclusion of white other as a minority ethnic group. Where white other is included as a minority ethnic group this should be explicitly referenced.

The nationality of those from the same ethnic background contributes to the varying experiences they may have. We therefore encourage that a distinction between UK and non-UK status is made when using the term BAME and minority ethnic. We recognise that this is not always possible due to data limitations or confidentiality, therefore unless otherwise stated, reference to BAME or minority ethnic groups refers to both national and international students and staff.

**To avoid generalisations and/or homogenising of experiences of specific groups, particularly in relation to nationality and ethnic, wherever possible considerations and references should be made to specific ethnic groups and UK or non-UK.**



## **5.7 Global Majority**

The term global majority is increasingly being used to refer to those from non-white ethnic communities because it is considered a more positive affirmation of the majority representation of these groups in a global context. This term may be considered as better understood and supported by international staff and students who are not a minority ethnic group in their country or continent of origin. The term is not considered helpful in progressing work towards race equality within a UK higher education context because it does not distinguish the varying experiences of staff and students based on the intersection of their nationality and ethnicity, amongst other factors such as socio-economic status.

## **5.8 Intersectionality**

The concept of Intersectionality proposed Professor Kimberley Crenshaw recognises that outcomes for individuals are the result of more than one dimension of their identity. A person may face multiple disadvantages or advantages because of the coincidence of two or more of their characteristics. In a critical article Professor Peter Hopkins observes:

Intersectionality is an approach ..... that focuses upon mutually constitutive forms of social oppression rather than on single axes of difference. Intersectionality is not only about multiple identities but is about relationality, social context, power relations, complexity, social justice and inequalities

(Hopkins, 2019)

## **5.9 Institutional Racism**

Institutional racism is the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. Such collective failure is detected in processes, attitudes and behaviours which amount to discrimination.

For example, the MacPherson report in 1999, an enquiry into the police's handling of the Stephen Lawrence murder in London, found that the police's policies (as well as some of its officers) disproportionately discriminated against Black communities.

Thus, institutional racism proposes that racial inequalities are also a product of social thought and power relations that are deeply entrenched within the fabric of society globally, its structures and institutions'

## **5.10 Minority Ethnic**

Minority ethnic is considered a more positive term compared with ethnic minority because the term 'ethnic minority' places the emphasis on ethnicity as the main issue. There can be a tendency in our media and language to see 'ethnic' as synonymous with not-white and so the term could be perceived as implying the issue is with people being not-white, or non-white people being the issue.

As a consequence, the term tends to be reversed to refer to minority ethnic groups to highlight the fact that everyone has an ethnicity and the issues being referred to relate to minority groups in a UK context and the discrimination and barriers that they face.

However, that in itself can be an issue, as referring to people as being from a minority group carries its own additional connotations and can problematise those groups. Particularly when referring to international staff and students who may be the majority ethnic group within their country or region of origin.

Whilst recognising the limitations of the term minority ethnic, the University considers this as the most appropriate term as it stands. The use of the term within the University will refer to all ethnic groups other than white<sup>7</sup>. This position will remain under open review until a more supported and relative term is identified.

### **5.11 People of colour (POC) and Black, Indigenous and People of Colour (BIPOC)**

The terms People of Colour and Black, Indigenous and People of Colour are increasingly used as an alternative to minority ethnic and originated from the United States. The terms move away from the use of *minority* and benefit from the ability to self-define and be part of an empowered collective. The terms are more popular amongst student communities and often used when addressing minority ethnic communities internationally.

However, these terms still potentially present 'people of colour' as against the white population, which becomes inadvertently homogenous. Historically the use may be seen to enforce the Black/white divide. The terms also fails to recognise groups such as white other who may also classify elements of their identities similar to POC.

### **5.12 Race**

'Race' is understood as a social construct:

"Its changing manifestations reflect ideological attempts to legitimate domination in different social and historical contexts. Racism is therefore not about objective measurable physical and social characteristics, but about relationships of domination and subordination."

(Bhavnani, Mirza and Meeto. 2005)

The concept of race is rooted in colonisation and empire building, closely linked to the justification of differential treatment of human beings, for example through slavery.

Despite there being no biological merit in the concept of race, racism is still prevalent in UK society, and racial discourses persist. Character traits are still very much linked to racial groups and seen as being biologically and genetically inherent, without recourse to cultural and geographical explanations.

Section 9 of the Equality Act states that race includes:

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<sup>7</sup> The University is undergoing consultation with key stakeholders regarding the recognition and inclusion of white other as a minority ethnic group. Where white other is included as a minority ethnic group this should be explicitly referenced.

- a) Colour
- b) Nationality
- c) Ethnic or national origins
- d) Caste

It defines race as being a protected characteristic which is:

- a) A reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
- b) A reference to persons who share a protected characteristic is a reference to persons of the same racial group.
- c) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.
- d) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

Whilst there are clear limitations with the origins and use of the term, it is a term which is widely used when talking about race equality. The term race is used in equalities legislation and national charters which seek to address inequalities related to ethnicity (see definition of ethnicity below).

The term is often used in relation to overarching initiatives, activities and policies and is not used to refer to specific ethnic groups, for example, 'race groups' or 'racial groups' should be avoided.

### **5.13 Race and Ethnicity**

Race and ethnicity are often used interchangeably, largely due to the use of the term race in law and policy and the use of ethnicity to identify individuals' identities. The use of the term 'race' within an institutional context does not predicate this but it is useful to be clear about the difference. Race is a socially constructed term without biological merit that has historically been used to categorise different groups of people based on perceived physical differences.

**Race** refers to a person's physical characteristics, such as bone structure and skin, hair, or eye colour. **Ethnicity**, however, refers to cultural factors, including nationality, regional culture, ancestry and language.

An example of race is brown, white, or black (all from various parts of the world), while an example of ethnicity is Asian Indian or Black African. Your race is often determined by how you look while your ethnicity is determined by the social and cultural groups you belong to. You can have more than one ethnicity but you are said to have one race, even if it's "mixed race".

The University recognises that classifying groups and individuals by 'race' can exacerbate racism and related inequalities. Wherever possible, the University will seek to identify individuals and groups by their ethnic background. The term 'race' will only be used when referring to our commitment and action to overcome race-based inequalities. The University recognises a person's right to self-identification of their ethnicity and race, which enables individuals the opportunity to reflect their unique experiences and outcomes to their identified ethnic group.

### **5.14 Racial harassment**

All members of the University community are expected to behave with respect and courtesy at all times. This demonstrates due regard for the feelings and rights of others and in turn creates an environment where dignity can be preserved and enhanced.

Racial harassment is unacceptable. It violates a person or group's dignity and creates an intimidating, hostile, degrading, humiliating or offensive environment based on actual or perceived race or ethnicity. The University's [Dignity and Respect framework](#) outlines the University's commitment and approach to tackling racial harassment. This includes commitment to an on-going anti-harassment campaign which seeks to raise awareness, educate and support the University community.

### **5.15 Racialised Minorities**

Racialised minorities is a term which draws attention to the racialisation of people of colour and serves to highlight the discursive power of whiteness. As such the term is a critique of whiteness and therefore a form of resistance.

### **5.16 Racism**

The belief or ideology that 'races' have distinctive characteristics which gives some superiority over others. Racism can manifest in a number of ways and is not always overt. Racism is both structural and experienced at the micro-scale. The University accepts that racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours. Racist behaviours and incidents are usually recognised as direct and indirect discrimination and harassment.

### **5.17 White Privilege**

The term White Privilege is used to describe the societal privileges that benefit people identified as white beyond what is commonly experienced by non-white people under the same social, political, or economic circumstances. White privilege is a key concept within Critical Race Theory, which proposes that white privilege operates across all levels and areas of society. These privileges favour those who identify as white with better outcomes and experiences over those who do not identify or are not identified as white. The University is committed to raising awareness of white privilege and the impact that this has on the experiences and success outcomes of minority ethnic staff and students.

## **6. Guidance on using terminology**

### **6.1 Use of the term Black**

The term Black is often used to refer to all minority ethnic communities or African, Arab, Asian and Caribbean communities. This is often to demonstrate solidarity to the shared historical and contemporary experiences of racism. The use of the term Black in that context is often known as 'politically Black'. The University has not adopted this definition, and uses the term Black to refer to anyone who is from an African, Caribbean or other Black background.

To recognise the shared sense of history, identity and community among people who identify

as Black and as a recognition to the continued structural and societal racism experienced by Black communities, the University will capitalise the use of Black when referring to our Black communities.

## **6.2 Referring to specific ethnic groups**

When referring to specific ethnic groups such as ‘people from a Black Caribbean background’, or, ‘the Black ethnic group’ or ‘those who identify as Asian’, are all acceptable phrases. ‘Blacks’ ‘coloured’ ‘whites’ are not. It is preferable to avoid using the term people, for example ‘Black people or White people’ as this use is likely to be based on biased views relating to groups.

Similarly ‘people from a white British background’, ‘the white ethnic group’ and ‘those who identify as white’, are all acceptable.

‘Mixed people’ or ‘mixed race people’ and ‘half caste’ are not acceptable. Instead ‘people with/from a mixed ethnic background’ or ‘people who identify as being from a mixed ethnic background’, should be used.

## **6.3 Racial slurs, derogatory racial language and racially charged language.**

Racial slurs, derogatory racial language and racially charged language in all forms and spaces are unacceptable, irrespective of the intended use. The University will take immediate action in the event of such language being observed or reported.

By developing this document the University recognises the importance of the use of language in facilitating discussions about race, ethnicity and racism. Whilst we encourage all staff and students to be pro-active in engaging discussions to advance race equality, it is important that the language we choose to engage in these discussions is reflective and acknowledges the lived experiences of our minority ethnic communities.

The use of racial slurs, derogatory racial language and racially charged language has significant negative impacts for all those involved, particularly minority ethnic staff and students. The University is committed to creating an environment which is free of hostility and where dignity and respect can be preserved and enhanced.

We discourage all staff and students from using language which involves racial slurs, including instances where the racial slur may be used to quote or reference a text or discussion.

## **6.4 Good practice**

This section is intended to provide some examples of good practice when engaging in discussions or actions relating to race and ethnicity.

1. Consider which racial or ethnic groups you're talking about and ensure that the terms you're using accurately reflect them.
2. Avoid using umbrella terms like BAME or BME unnecessarily and remember they do not refer to a singular homogenous ethnic group. We encourage the use of specific ethnic groups and the use of the term BAME only for data reporting purposes..
3. Avoid using BAME when other terms like race or ethnicity may be more appropriate, for example: avoid saying ‘BAME inclusion’ when you can say ‘inclusion of minority

- ethnic’.
4. Avoid using collective terms such as BAME or Asian when talking to someone from a specific minority ethnic background about their own experiences, for example, do not say, ‘As a BAME or Asian person you...’. Instead seek confirmation from the person regarding what ethnicity they identify with. Never assume someone’s ethnic background.
  5. Consider how reference to groups of people from the same ethnic background are referenced. For example instead of Black people use Black communities, Black ethnic background, Black ethnic groups, or those who identify as Black.
  6. Always explain acronyms in full in any writing, particularly at first use, and avoid pronouncing or writing as words, for example, BAME.
  7. Seek more detailed data and insights wherever possible so you can better recognise, understand and reflect the experiences of different minority ethnic groups.
  8. Accept and acknowledge that ethnicity is an integral part of a person’s identity and treat it as such; avoid describing a person’s identity as BAME.
  9. Think carefully about whether it’s relevant to refer to someone’s racial or ethnic identity, for example, news stories sometimes refer to an individual’s minority ethnic background when it’s not relevant and they would not do so if speaking about a white person.
  10. Respect people’s preferences and allow options to self-describe and self-identify.
  11. In the right context and when ethnicity is relevant, it can be ok to clarify how people describe their identity, but first, question why you need to know and avoid making comments such as “where are you from?” or “You speak English really well”.
  12. Continue to educate yourself, listen and learn as language continually evolves.
  13. If you use language which is inappropriate, apologise and immediately seek to rectify any consequences of this and make a note to learn from this experience. In some cases this may not be appropriate or adequate and you may need to seek support and advice. Refer to the [Dignity and Respect](#) guidance related to racial harassment for more examples and information on the use of language.

## **7. Ethnicity categories for staff**

The University uses the following definitions for the purposes of data provision and analysis. Whilst we recognise the limitations in using these terms they are in accordance with the Census, HESA, Advance HE and national benchmarks.

The University uses two levels of ethnic categorisation- major and minor categories. The major categories include all minor categories within that ethnic group. Where minor categories are referenced specifically, this information is restricted to the minor ethnic group.

The University promotes self- declaration for ethnicity to facilitate the individual’s choice to identify in the ethnic group which reflects their ethnicity.

### ***7.1 Asian or Asian British (major category)***

Includes the minor ethnic categories of Bangladeshi, Chinese, Indian, Pakistani, any other Asian background. Where the term **Asian** is used this includes all the above minor categories.

### ***7.2 Black or Black British (major category)***

Includes the minor ethnic categories of African, Caribbean, any other Black background. Where the term **Black** is used this includes all the above minor categories.

### **7.3 Mixed (major category)**

Includes the minor ethnic categories of Asian and White, Black African and White, Black Caribbean and White, any other mixed background. Where the term **Mixed** is used this includes all the above minor categories.

### **7.4 Other Ethnic Group (major category)**

Includes the minor ethnic categories of Arab, any other background. Where the term **Other Ethnic Group** is used this includes all the above minor categories.

### **7.5 Prefer not to say**

This refers to individuals who do not wish to disclose their ethnic background. The University respects an individual's choice to prefer not to disclose their ethnicity. The University recognises the limitations of the options for disclosing ethnicity and will work closely with staff and students to develop and refine these options to be representatives of our student and staff body.

### **7.6 Not declared**

This refers to individuals for which the University does not currently hold any information relating to ethnicity.

### **7.7 White or White British (major category)**

Includes the minor categories of white, any other white background, Gypsy or Traveller. Where the term 'white' is used this includes all the minor categories referred to above.

## **8. Ethnicity categories for students**

The University uses the following definitions for the purposes of data provision and analysis. Whilst we recognise the limitations in using these terms they are in accordance with the Census, HESA, Advance HE and national benchmarks.

The University uses two levels of ethnic categorisation- major and minor categories. The major categories include all minor categories within that ethnic group. Where minor categories are referenced specifically, this information is restricted to the minor ethnic group.

The University promotes self- declaration for ethnicity to facilitate the individual's choice to identify in the ethnic group which reflects their ethnicity.

### **8.1 Asian or Asian British (major category)**

Includes the minor ethnic categories of Indian, Pakistani, Bangladeshi, Chinese, any other Asian background. Where the term **Asian** is used this includes all the above minor categories.

### **8.2 Black or Black British (major category)**

Includes the minor ethnic categories of African, Caribbean, any other Black background. Where the term **Black** is used this includes all the above minor categories.

### **8.3 Mixed (major category)**

Includes the minor ethnic categories of White and Black Caribbean, White and Black African, White and Asian, any other mixed background. Where the term **Mixed** is used this includes all the above minor categories.

### **8.4 Other (major category)**

Includes the minor ethnic categories of Arab, any other background. Where the term **Other ethnic Group** is used this includes all the above minor categories.

### **8.5 Information refused**

This refers to individuals who do not wish to disclose their ethnic background. The University respects an individual's choice to prefer not to disclose their ethnicity. The University recognises the limitations of the options for disclosing ethnicity and will work closely with staff and students to develop and refine these options to be representatives of our student and staff body.

### **8.6 Not known**

This refers to individuals for which the University does not currently hold any information relating to ethnicity.

### **8.7 White (major category)**

Includes the minor categories of White, White – Scottish, Irish Traveller, Gypsy or Traveller, any other White background. Where the term 'white' is used this includes all the minor categories referred to above. To recognise and support our understanding of the varying experiences based on the intersectionality of ethnicity and nationality, the University is undergoing consultation with key stakeholders regarding the inclusion of white other as a minority ethnic group. Whilst consultation is underway, wherever white other is included within minority ethnic, there should be explicit reference to this.

## **9. Sources:**

9.1 [Advance HE - Race and Ethnicity Terminology.](#)

9.2 Bhavnani, R., Mirza, H.S. and Meeto, V., 2005. *Tackling the roots of racism*.  
Bristol: The Policy Press.

9.3 [Black British Academics – Racial Categorisation and Terminology.](#)

9.4 [brap – Race Fluency.](#)



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