

Building an **anti-racist** environment



THE RACE PAY GAP

Black and minority ethnic (BME) staff in universities are less likely to hold senior jobs and are paid less than their white colleagues.

UCU's analysis of the 2017/18 Higher Education Statistics Agency staff record shows that:

- one in nine white academic staff are professors, compared to one in 33 black academic staff
- there is an overall pay gap of 9% between white and BME staff
- black academic staff are paid 14% less than white academic staff
- BME staff are underrepresented in senior positions and overrepresented in more junior roles.

Let's close the race pay gap.



GET INVOLVED IN UCU'S WEEK OF ACTION AGAINST WORKPLACE RACISM