

Andrew Young (LSE Chief Operating Officer) Sponsor Statement

Being a sponsor for EmbRace is an honour. I am proud to work at LSE and even prouder to work with you as your sponsor to make our School more diverse and inclusive. I know there is much more that we have to do and I want to meet with the EmbRace Committee to hear and listen to your concerns and ideas to:

- Learn more as a white ally and how as a sponsor and SMC member I can help share these learnings widely
- Provide two-way communication between EmbRace and SMC to ensure transparency and openness in decision making
- Support EmbRace and act as an advisor, working with the Chair(s) in particular to help EmbRace advocate for all our Black, Asian and Minority Ethnic (BAME) staff, connecting members with the means to bring about change.

I do not believe in words without action. I will help you to distribute information about your work and support you by:

- Attending EmbRace events whenever I can, asking SMC colleagues to do the same
- Encouraging staff from across LSE to join you in your work, whatever their background. I will also contribute personally whenever possible
- Championing your initiatives at SMC, including the pursuit of the Race Equality Charter Mark and other initiatives intended to improve opportunities, representation and lived experiences of BAME staff and students at LSE

I have also asked the Return from Lockdown Working Group to complete an Equality Impact Assessment, taking particular note of the disproportionate impact of COVID-19 on Black and Asian communities. We want to hear as many views as possible and welcome your contributions and ideas - please contact edi@lse.ac.uk to raise your suggestions and concerns around what we need to do. I also recently commissioned an independent report on bullying and harassment and I am committed to supporting and implementing the recommendations made.

We are not going to change LSE overnight, but we can commit to investing in long-term systemic change, with meaningful actions underpinning a race-specific strategic plan. I would like to learn more by listening to and hearing the views of all Black, Asian and Minority Ethnic staff and students across our School, including those who are not formally part of EmbRace but whose voices are often lost. As your sponsor I want to work with you to understand how to make this happen, both now and in the future.