

## Diversity In Focus

Race and Higher Education

July 2015

### Welcome

This month we are taking a look at race equality in Higher Education.

Firstly I'd like to congratulate [Lemn Sissay](#) on being elected as The University's next Chancellor. With 7,131 votes this is the first time the University community has elected a black chancellor. [In an article for the Guardian Lemn](#) reflects on the positive impact these kinds of victories can have for the black community. This victory comes as a new paper funded by the Leadership Foundation ['How Can We Make Not Break Black and Minority Ethnic Leaders in Higher Education?'](#) highlights the stark under-representation of black and minority ethnic (BME) staff in senior leadership positions in British universities.



Find out more about [Lemn Sissay](#)



**Patrick Johnson Head of Equality and Diversity**

The subject of race inequality in higher education is certainly not new. Last year I was very pleased to be involved in a piece of work with the [Runnymede](#) trust an independent race equality think tank. Working with Professor [Claire Alexander](#) from the School of Social Sciences who is also the Chair of the Runnymede Academic Forum I contributed to ['Aiming Higher: Race, Inequality and Diversity in the Academy'](#).

### Aiming Higher: Race, Inequality and Diversity in the Academy

This report notes the overall increase in BME students since the Robbins report on the future of Higher Education in 1963. However it goes on to discuss how race inequality remains prevalent throughout all areas of higher education, including student recruitment, degree attainment as well as representation of staff in senior leadership positions.



[Click here to view a film on the report](#)

## University of Manchester

You can see from the graphs below that we are not immune here at Manchester. Approximately a quarter of undergraduate and postgraduate taught students are BME. However less BME students are following an academic career path into postgraduate research and BME staff are less represented in senior positions across the institution.

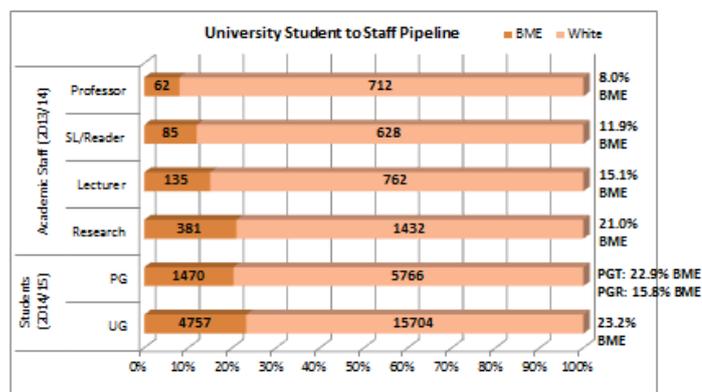


Figure 1(a): University Profile of staff and students – academic/research track

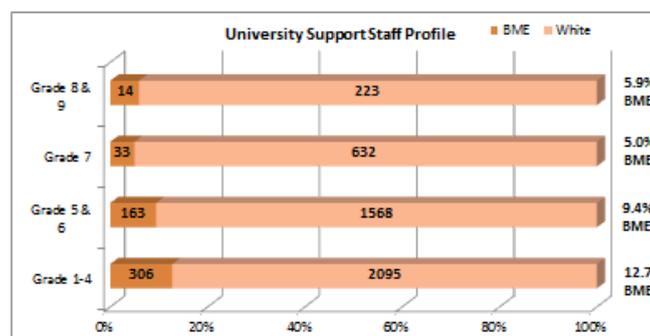


Figure 1(b): University Profile of for Professional Support Services Staff

The University's 20 schools are grouped into four faculties.

(UoM Race Charter Mark Submission 2015)

We have been working to improve representation for BME staff since 2003 when the [BME Staff Network Group](#) was originally established following a pilot BME mentoring programme. Following the Race In Leadership Report presented in 2007 by [Professor Aneez Esmail](#) we have embedded equality and diversity in the University's planning and accountability cycle (Annual Performance Reviews) by introducing equality monitoring of recruitment, promotions and the staff profile.

There has been a lot of research done in recent years looking at the differential degree attainment of BME undergraduate students in the UK. With reports from the [Equality Challenge Unit \(ECU\)](#) and the [Higher Education Funding Council for England \(HEFCE\)](#), showing that even after allowing for potential contributing factors students classifying themselves as White consistently achieve higher degree outcomes than students recording other ethnicities. There have been many reports into this issue including those from the [National Union of Students \(NUS\)](#) and the [Higher Education Academy](#). We can see from our latest data that there is an 11% attainment gap between UK BME and UK White graduates and an 18.6% gap for non-UK graduates here at Manchester.

The University has acknowledged that these inequalities are unacceptable and have made a high level commitment to tackle this issue. [The University's Manchester 2020 strategy](#) has key performance indicators on ethnicity, with specific targets to increase the proportion of BME staff at all levels so they are representative of national and local populations. Bi-annual meetings take place with senior leaders (For example, Vice Presidents and Deans, Registrar and Secretary, Director of HR) to discuss identified issues and to develop actions. These meetings are linked to operational plans and are supported at a local level.

I'm also very pleased to be able to say that we are one of 31 higher education institutions involved in the trial of the [Race Equality Charter Mark](#) and our application was submitted on 24 April 2015. This initiative aims to inspire a strategic approach to making cultural and systemic changes that will make a real difference to minority ethnic staff and students. I'd like to thank all those members of the University's self-assessment team, chaired by [Professor James Thompson, Associate VP Social Responsibility](#), for their involvement and commitment to this process. I'd especially like to thank Dr Helen Ryder our Charter Marks Coordinator who put a great deal of time and effort into this project.

I would also like to congratulate and welcome [Dr Dawn Edge](#) on becoming Academic Lead for Equality and Diversity. Dr Edge from the School of Psychological Science will work closely with Associate Vice-President for Social Responsibility and the Equality and Diversity Team to champion equality and diversity. The key focus of the role will be to provide academic leadership and direction on driving equality and diversity across a range of aspects, including staff recruitment and development and teaching and learning.

Last but by no means least I'd like to welcome our new Co-Chairs of the BME Staff Network Group, Georgina Lewis and Berrisford Edwards. Georgina is a Postgraduate Programmes Manager in the Manchester Pharmacy School and Berrisford is a Software Developer for the JRUL. You can find out more about the Network and their plans for it and how to get involved in an article written by them later in this edition.

I'd also like to take this opportunity to thank [Dr Erinma Ochu](#) for all her hard work as Chair to the BME Staff Network; she has been a valued asset and always happy to engage and support work on the Race Charter Mark, the We Get It Campaign and much more. She will be missed. Congratulations are also in order as Erinma has been awarded an MBE for 'services to public engagement in science, engineering and technology', there will be more on this later.

As always I do hope you find the following articles accessible and informative. If you would like to opt out of these messages, give any feedback or contribute to future editions, please contact [diversityinfocus@manchester.ac.uk](mailto:diversityinfocus@manchester.ac.uk)

*Patrick*

**Patrick Johnson**  
Head of Equality and Diversity

### **Next month's theme is Equality for Students in Higher Education**

You can find out more about what we do on our Equality and Diversity [staffnet pages](#).

### **Closing the BME attainment gap**

The Higher Education Race Action Group (HERAG) held its second think tank [Journey to close the BME attainment gap \(1 June 2015\)](#)

Cath Prescott Equality and Diversity Advisor, who attended as the UoM representative said 'It was a fantastic day, well organised and very informative'.

The day consisted of a number of presentations, workshops and poster sessions that looked at what is being done and what could be done to address the issue of differential degree attainment across the sector.

The keynote address was given by Professor Les Ebdon, from the Office for Fair Access (OFFA). Professor Ebdon talked about OFFA's role and the links between University access agreements and equality and diversity. He talked of moving beyond equality statements and including targets on equality and specifically linking access agreements to institutional equality strategies. He noted that currently only 16% of University access agreements include specific targets to raise BME attainment but that he expected this to increase in the coming years. Session subjects ranged from integration of degree attainment key



performance indicators on race to talking of how to end the deficit model 'the student is not the problem' and providing a way forward with resources that included a toolkit for improving the performance of Black Asian and Minority Ethnic (BAME) students in Higher Education.

[All of the sessions and posters are available online.](#)

[HERAG](#) is made up of equality and diversity professionals, academics, students and other individuals interested in advancing race equality in higher education, you can find out more on their webpages.

You can view copies of the University's previous [Access Agreements online at the OFFA](#). The agreement for [Manchester in 2016/17](#) has recently been approved and commits to undertake activities that monitor and seeks to understand and develop approaches to address differential attainment.



## Will the government's employment targets for ethnic minorities reduce racial inequalities?

Not according to Omar Khan, Director of the [Runnymede Trust](#) and partner of CoDE, the [Centre on Dynamics of Ethnicity](#).

*'We have smart people in Whitehall who consider equalities issues while they're making the policy.'* [David Cameron 2012](#)

In an article posted in June he assesses the prospects for ethnic minorities under the new Conservative Government. Omar says 'The Prime Minister David Cameron's commitments during the 2015 campaign will continue rather than reduce racial inequalities in the labour market. His underwhelming targets suggest we need better evidence, proper legislative scrutiny and public debate to make democracy and fairness a reality for Black and minority ethnic people.' Read more [in this article](#)

[The Centre on Dynamics of Ethnicity](#), is a four year interdisciplinary programme of research concerned with understanding changing ethnic inequalities and identities.

With over 20 academics, a number of affiliate members and PhD students working from Glasgow, Oxford and Manchester. CoDE utilises a variety of research techniques and tools to ensure that the potential economic and social benefits of their research are realised. Their focus is on the changes within ethnic groups (their internal structures and formulations of identities) and their external relationships and position in British society.



Their latest book, [Ethnic identity and inequalities in Britain: The dynamics of diversity is available for pre-order now.](#)

**Become a member of the BME Staff**

**A message from the new co-chairs**

## Network Group

We are delighted to have been appointed co-chairs of the BME Network. Erinma did an excellent job and the network is grateful for everything she has and continues to contribute to the network. We hope to use the results of the recent staff survey to direct the Network and hopefully influence positive change regarding equality and diversity.



**Georgina Lewis and Berrisford Edwards**

We believe that increasing the membership and profile of the group, and continuing to support and contribute to the implementation of the Race Equality Charter Mark will mean significant steps are taken towards realising positive change. Raising awareness of inequalities and the measures being undertaken to tackle these within the University will empower all BME staff.

Please contact [bme.chairs@manchester.ac.uk](mailto:bme.chairs@manchester.ac.uk) or visit the [network website](#) for further information.

The BME Staff Network is one of many networks groups that are run by staff for staff and supported by the Equality and Diversity Team. They provide a fantastic opportunity for staff to network with people from all over the University, build contacts, share experiences, arrange events and socialise.

Each group meets regularly and have individual agendas and terms of reference. For more information about existing groups or if you want help to set up a new one visit [the Equality and Diversity intranet pages](#).



## **First black woman to lead a UK university - Baroness Amos appointed Director of SOAS, University of London**

Former Cabinet minister, Baroness Amos was appointed the next Director of SOAS, University of London this month. Baroness Amos has already used her platform to raise the issue of under-representation of black and female academics in senior roles and has called for institutions in the UK to do more to emulate the US efforts to increase diversity.

The first black woman to lead a [UK university](#) has called on higher education in the country to emulate US efforts to increase ethnic diversity in senior management roles.

The Equality Challenge Unity (ECU) has recently released research into the push and pull factors causing BME academics to consider leaving the UK. This builds on previous work looking at the experience of BME staff in higher education.

[Academic flight: how to encourage black and minority ethnic academics to stay in UK higher education](#)

[Experience of black and minority ethnic staff in HE in England](#)

## Celebrating Dr Erinma Eke Ochu MBE

Congratulations to Erinma on being awarded an MBE for services to Public Engagement in Science, Engineering and Technology. As well as being the previous chair of the BME Staff Network Group Erinma is a [Welcome Trust Engagement Fellow](#). She enjoys exploring innovative ways the public can contribute to research through interactive storytelling, gaming and events.

Erinma's recent citizen science and open data collaborations include [Hooked on Music](#), [Everyday Growing Cultures](#) and [Turing's Sunflowers](#). A co-founder of [Squirrel Nation](#) she works to bring stories to life by combining archives, research, and social media about art, tech and collaboration.

With a passion for connecting and building capacity within communities she has worked with many local groups and organisations across Greater Manchester exploring the cultural value of citizen science to biomedical research.

You can read more about her varied career and her reflections on what inspires her in [Bianca Manu's article Hooked on citizen science: Erinma Ochu](#).



Erinma meeting the US Ambassador to discuss the Young Leaders UK programme and women in STEM [find out more](#)

## Celebrate

[Black History Month](#) is held every October throughout Britain and celebrates the inspirational individuals and events that have helped shape society today.

A variety of events take place in [Manchester](#) and across the country. The full timetable of Black History Month events that took place in 2014 can be found [by clicking here](#).

If you have an event you would like to publicise or if you'd like to discuss an idea for 2015 please contact [Paul Marks-Jones \(Equality and Diversity Advisor\)](#) or the Chairs of the BME Staff Network Group [bme.chairs@manchester.ac.uk](mailto:bme.chairs@manchester.ac.uk)



**Do you want to get involved ?**



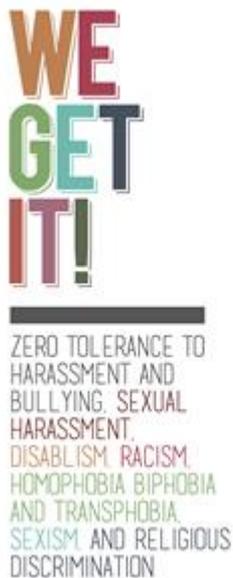
**Dr Dawn Edge**

## New Academic Lead for Equality and Diversity

I'm delighted to have been appointed to this role and I'm looking forward to working with James Thompson, Patrick Johnson and all of you, I want our staff, students and wider community to share the University's 2020 strategic vision of embedding equality of opportunity, fairness and transparency into our values, processes and behaviours. I believe that maximising or collective talents and experiences will enable the University to make an even more positive contribution to society.

I am a Senior Lecturer in the School of Psychological Sciences. The primary focus of my research is on reducing inequalities experienced by marginalised communities such as prisoners and ethnic minority communities.

Currently, I am Principal Investigator on National Institute for Health Research (NIHR) funded research projects to develop, implement and evaluate culturally-appropriate psychological therapy and education for African Caribbean people affected by schizophrenia and their families  
<http://www.bbmh.manchester.ac.uk/ReACH/aboutus>



## We Get It wins gold at the HEIST Awards



Paul Govey, Jess Lishack, Cath Prescott and Pete Morris were all there to accept the award on behalf of the We Get It team.

Find out more about the [We Get It campaign](#) and [the HEIST awards](#)



Report bullying, harassment or discrimination online, anonymously or request support  
[www.manchester.ac.uk/we-get-it](http://www.manchester.ac.uk/we-get-it)

## Take a look at our Diversity Calendar

It's a great resource when you are planning an event or if you'd like to know more about the activities that take place throughout the year.

A small number of hard copies remain – to request a copy, please mail [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)



Equality and Diversity | G.029 John Owens | The University of Manchester | Oxford Road | Manchester, M13 9PL | Tel +44 (0) 161 306 5857 | text line: +44 (0) 7943 600 656  
[diversityinfocus@manchester.ac.uk](mailto:diversityinfocus@manchester.ac.uk) | [Twitter: @UoMEandD](https://twitter.com/UoMEandD)

## **Welcome**

<http://lemnsissay.com/>

[In an article for the Guardian Lemn](#)

[‘How Can We Make Not Break Black and Minority Ethnic Leaders in Higher Education?’](#)

[Runnymede](#)

[Claire Alexander](#)

[‘Aiming Higher: Race, Inequality and Diversity in the Academy’](#)

[Click here to view a film on the report](#)

[Dr Dawn Edge](#)

[Dr Erinma Ochu](#)

[staffnet pages](#)

## **Closing the BME attainment gap**

[Journey to close the BME attainment gap \(1 June 2015\)](#)

## **Network Group**

[network website](#)

[Equality and Diversity intranet pages](#)

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[UK university](#)

[Academic flight: how to encourage black and minority ethnic academics to stay in UK higher education](#)

[Experience of black and minority ethnic staff in HE in England](#)

## **New Academic Lead for Equality and Diversity**

<http://www.bbmh.manchester.ac.uk/ReACH/aboutus>

## **We Get It**

[www.manchester.ac.uk/we-get-it](http://www.manchester.ac.uk/we-get-it)

## **University of Manchester**

[BME Staff Network Group](#)

[Professor Aneez Esmail](#)

[Equality Challenge Unit \(ECU\)](#)

[Higher Education Funding Council for England \(HEFCE\)](#)

[National Union of Students \(NUS\)](#)

[Higher Education Academy](#)

[The University’s Manchester 2020 strategy](#)

[Race Equality Charter Mark](#)

[Professor James Thompson, Associate VP Social Responsibility](#)

[All of the sessions and posters are available online](#)

[HERAG](#)

[Access Agreements online at the OFFA](#)

[Manchester in 2016/17](#)

**Will the government’s employment targets for ethnic minorities reduce racial inequalities?**

[Runnymede Trust](#)

[Centre on Dynamics of Ethnicity](#)

[in this article](#)

[David Cameron 2012](#)

[Ethnic identity and inequalities in Britain: The dynamics of diversity is available for pre-order now](#)

**Celebrating Dr Erinma Eke Ochu MBE**

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[Squirrel Nation](#)

[Bianca Manu's article Hooked on citizen science: Erinma Ochu](#)

[Black History Month](#)

[Manchester](#)

[Paul Marks-Jones \(Equality and Diversity Advisor\)](#)