

Out of more than 22,000 professors at UK universities, only 41 of them are black

Be the change apply now



women



This is just the beginning

WHEN's ground-breaking initiative, 100 Black Women Professors NOW aims to increase the diversity of the academic pipeline by providing opportunities to accelerate progress and make a meaningful difference, NOW.

Who has been involved so far?

The inaugural cohort launched in September 2021 with the following six higher education institutions committed to accelerating change:













Why are we doing this?

This is not about just 100 black women professors; it's about the first 100.

Our drive is to promote equity of opportunity within the academic world, and we begin that journey with 100 black women academics, pioneering the path of change.

Following the hugely successful pilot, WHEN will be expanding phase two of the programme with the aim of retaining and propelling the careers of Black women earlier in the pipeline. Tracks include advanced career academics, early to mid level career academics and PhD Students.

The programme isn't only about supporting black academic women to navigate and manage their careers; it's about challenging institutional assumptions and bias, recognising the need to address fundamental societal inequities, and acting to achieve systemic change for a fairer world.

Who is involved in this programme?

- Academic cohort
- Vice-Chancellors
- Senior leadership team
- Heads of Departments
- Leaders of People functions
- EDI Leads

WHEN works with forward thinking institutions to deliver a step-change in progress for the higher education sector as a whole.

WHEN is the programme taking place?

Applications are now being accepted for the next programme, which will commence January 2023.





The core change principles:

To achieve sustainable change, the programme consists of three key lenses: institutional, departmental, and policy and practice. In parallel, a cohort of black women academics come together from across participating institutions for support and targeted career acceleration.

PART 1: ACHIEVING SYSTEMIC CHANGE

INSTITUTION LEADERS

The tone for change must be set from the top, with leaders taking a proactive role in facing deeply rooted barriers. Learning takes place amongst senior leaders within an institution and between leaders of the participating institutions.

ERATING CAREER DEVELOPMENT

COHORT

Black women academics from across the entire academic pipeline benefit from career acceleration activities including career planning and coaching, peer group networking, sponsorship, mentoring as well as specific skills development such as social and political capital.

PEOPLE FUNCTIONS

Leaders of People functions and EDI Leads from participating institutions come together to form a cross-sector peer group to challenge and support one another as they address policy and practice issues that are limiting progress within their ininstitutions.

LINE **MANAGERS**

The gate keepers of local barriers and enablers of career progression and promotion are an individual's line manager. The programme understands the powerful influence of these roles and works with them to enable change within their sphere of influence for current and future generations.





How does the programme work?

The programme works with institutions who are committed to change. An institution seeks support from their Vice Chancellor, HR Director and Equality Diversity Inclusion Lead, and will likely also gauge support from line managers and Heads of Department. Once ready to start, the institution identifies black women academics (the academic cohort) with the potential to reach professorship who will be supported through the programme. WHEN works in partnership with institutions so that stakeholders can draw on learning between the participating institutions and provide the academic cohort with a peer group beyond their own institution. The programme uses core change principles to unblock limiting systems and structures and to support the academic cohort to successfully navigate the pathway to professorship.

Participating institutions can expect:

Systemic change with broad inclusion benefits by:

Black women academics' accelerated progression by:



Senior leadership action

The VC and their senior team will work on themselves, increase understanding, and identify means by which they can take more personal accountability for change.



Career coaching

The academic cohort will each benefit from their own career coach who will support them to focus on the few things that will make the biggest difference to support their career progression.



Line manager action

Line managers will take a proactive interest in bringing career development plans to life and commit to doing what it takes to realise equity of opportunity within their own department.



Targeted development

Bringing academic peers together to focus on key areas which have been evidenced to be drivers of career success.



Policy and practice action

Leaders of People functions and relevant colleagues from the different institutions will work intensively to unblock barriers and identify practical actions that can result in accelerated change.



Mentoring

Mentors will be tailored an individual's needs. Mentoring is intended to support the academic in achieving their agreed developmental goals through skills development and the sharing of knowledge and experience.

