



Data Fellowship Project 2023



Intersectional analysis for Equality, Diversity, & Inclusion (EDI) Chartermarks, projects, and interventions

Organisation and Team

Directorate of EDI – The university of
Manchester

Selection Method

Interview with Chartermark Coordinator and Lead
EDI Partner to be involved in the selection
process

Application Criteria

Essential:

- Strong data analysis skills
- Visually present findings from data analysis using Excel and/or other software.
- Able to effectively communicate information and findings, including survey results and summarised comments, both orally and in writing.
- Excellent time management skills and demonstrable ability to deliver work to a given timeframe.

Project Outline

The postholder will undertake secondary data analysis of the qualitative and quantitative results of the Race Equality Charter (REC) staff and student surveys, taking an intersectional view of responses for a nuanced understanding of issues.

Analysis of ~700 staff responses and ~100 student responses is required for different protected characteristic groups (and more detailed splits such as ethnicity) to identify differences in views or experiences between groups.

The postholder will also conduct qualitative analysis of the reports from 25 focus groups. These sessions were held with different staff and student network groups representing different protected characteristic groups, as well as some open call sessions. In-depth analysis per protected characteristic group as well as intersectional analysis is required for a clearer picture on the differences in staff and student experiences.

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Practical Considerations

There is potential for this postholder to present findings in meetings including to the Directorate of EDI and senior EDI groups.

This work is important to the University as it will allow us to better understand the experiences of our staff and students and devise the most appropriate (and where necessary, targeted) EDI interventions to address disparities that arise through the analysis.

Drawing on a wide range of knowledge and expertise in the area of quantitative and qualitative analysis, the postholder will lead the following activity:

- Review the survey data and undertake quantitative and qualitative analysis of the data, considering different protected characteristics and intersectionality;
- Review focus group reports and recordings and undertake qualitative analysis of the data, considering different protected characteristics and intersectionality;
- Prepare a series of reports, graphical figures, summaries and presentations for the Directorate of EDI and for senior EDI groups;
- If time allows, undertake other related work, such as facilitating further focus groups to further understand intersectional issues;
- If data is available, undertake quantitative analysis of Staff Survey results, considering different protected characteristics and intersectionality.

Support and Training

Support will be provided by Chartermark coordinator and Lead EDI partner and by members of EDI Directorate

EDI training modules on UoM platform will also be available.

Supporting Information