Directorate of Equality, Diversity, and Inclusion (EDI) at the University of Manchester Intersectional Analysis for EDI Chartermarks, Projects, and Interventions

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Word cloud: Staff Recruitment Theme 1 (Exclusive and Unfair Recruitment)

Overview of the Data Fellowship

The main part of this internship was comprised of an intersectional qualitative analysis of the reports of the focus groups conducted for the Race Equality Chartermark (REC) 2023. The student and staff responses were gathered by their prominent protected characteristics and analysed intersectionally in order to offer profound and rich knowledge and insight for the development of necessary intervention within the University and for future chartermark projects.

In the last three weeks of the internship, an intersectional quantitative analysis was conducted for the same purposes. By using the REC student and staff survey responses, I intersectioanly analysed how sex and ethnicity influence the responses to a range of questions.

Data Analysis

For the qualitative analysis, simultaneous thematic analysis was conducted in Nvivo, following the principle of ground theory. With a keen interest in intersectionality, the analysis focused on the resonance and discontinuity of response among the participants in the same focus group. PowerBi and Nvivo were used to produce visual aids in the report.

The quantitative analysis was done with a focus on sex and ethnicity in R studio. I produced bar charts that demonstrate the differences among each sex and ethnic group.

Findings

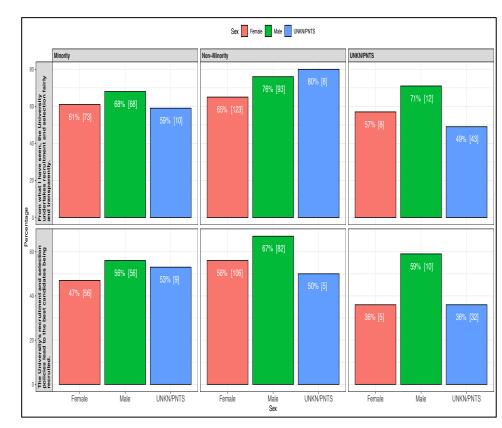
In the qualitative analysis, the lack of diversity in race and ethnicity, sex and gender, and disability was pointed out to be the most serious issue on campus.

- The lack of diversity seemed to determine the level of fairness sensed by the participants in close relation to power dynamics and the understanding of diversity, the two significant factors in building a satisfactory experience at the University on an everyday basis.
- The quantitative analysis touched upon a number of aspects of the university experience, for example, diversity of population and career development and progression. However no grave differences were noticed, ethnic minority women tend to give less positive and more sensitive responses to the survey questions.

Key Skills Learnt

Throughout the internship, I could develop a set of crucial skills in order to pursue my career in academia as a researcher.

- Data organisation and manipulation in Nvivo and R studio
- Understanding of the process, advantage, and disadvantage of various qualitative and quantitative research methods
- Data analysis and interpretation
- Application of explanatory theory and concept on empirical data analysis
- Data visualisation
- Report writing skills
- Critical thinking
- Communication and presentation skills
- Teamwork and collaboration
- Time and project management skills



REC Survey: Recruitment and Selection by Sex and Ethnicity (UNKN/PNTS: Unknown and Prefer not to say)