AdvanceHE

Excellence & Equity
New Directions for Social Mobility and Student Diversity

AUA Annual Conference 2019

Jess Moody, Senior Adviser - Advance HE

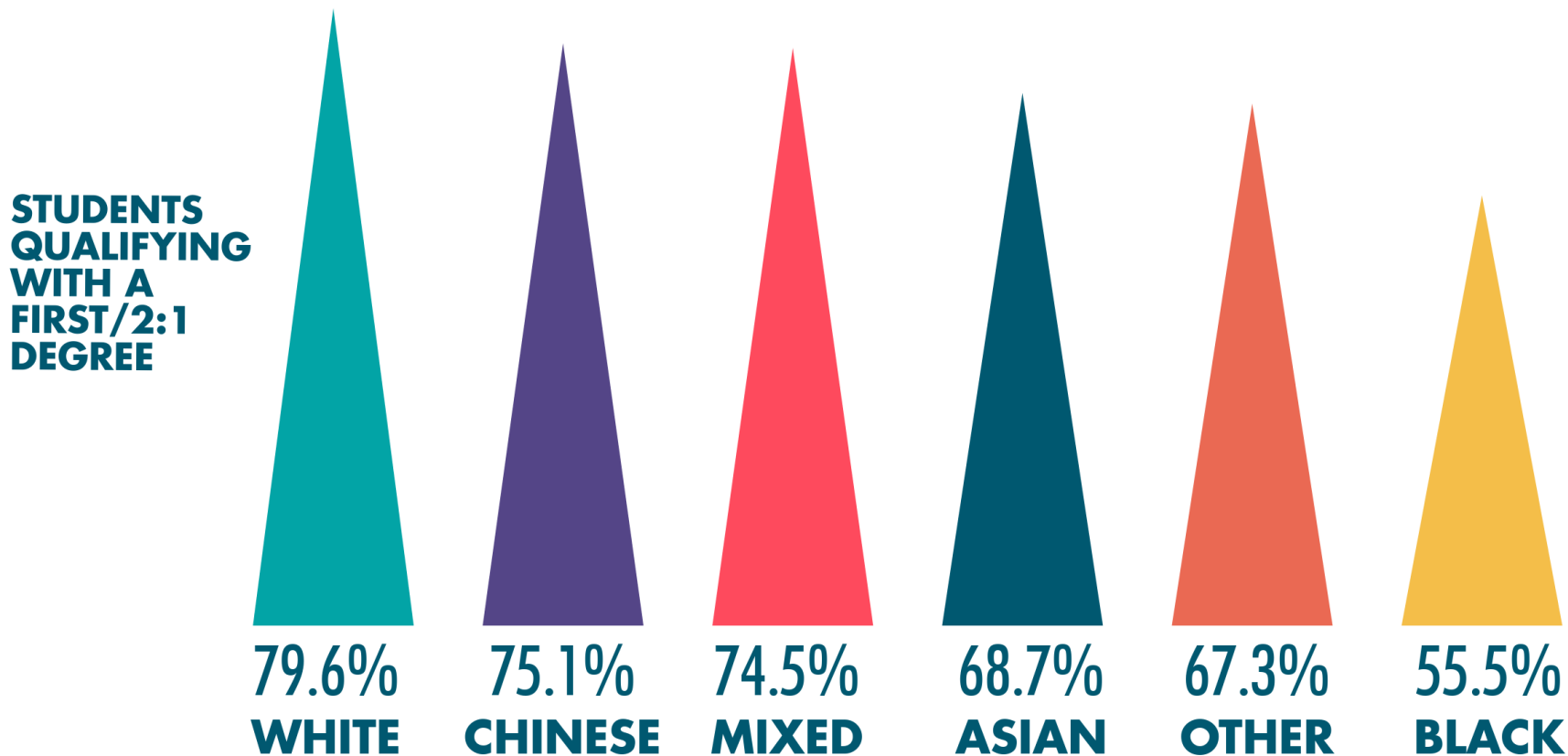@AdvanceHE @JessMoodHE #AUA2019

Overview

- Sector challenges
- Changing narratives
- New approaches

A word from the wise?

"Woman was a subordinate being, and…if she ceased to be subordinate, there would be no object for a man to marry….Hence the woman must develop in no way unpleasant to the man: rivalry in men's pursuits was positively unpleasant".

Cambridge economics don Alfred Marshall in **1889** speaking to Beatrice Potter (later Webb) *Diaries of Beatrice Webb*

THE ATTAINMENT GAP BETWEEN WHITE AND BLACK STUDENTS WAS 24.1% POINTS

STUDENTS QUALIFYING WITH A FIRST/2:1 DEGREE

| 79.6% | 75.1% | 74.5% | 68.7% | 67.3% | 55.5% |
| WHITE | CHINESE | MIXED | ASIAN | OTHER | BLACK |

6: UK domiciled first degree undergraduate qualifiers with a First/2:1 degree by ethnic group, 2016-17

All eyes on us

Student mental health crisis must be a 'top priority', university watchdog warns

DON'T DIVERSIFY DECOLONISE

WILL YOU LISTEN WHILE WE SPEAK?

Young Muslims in UK face enormous social mobility challenge

17th January

Record number of poor students at Scottish universities
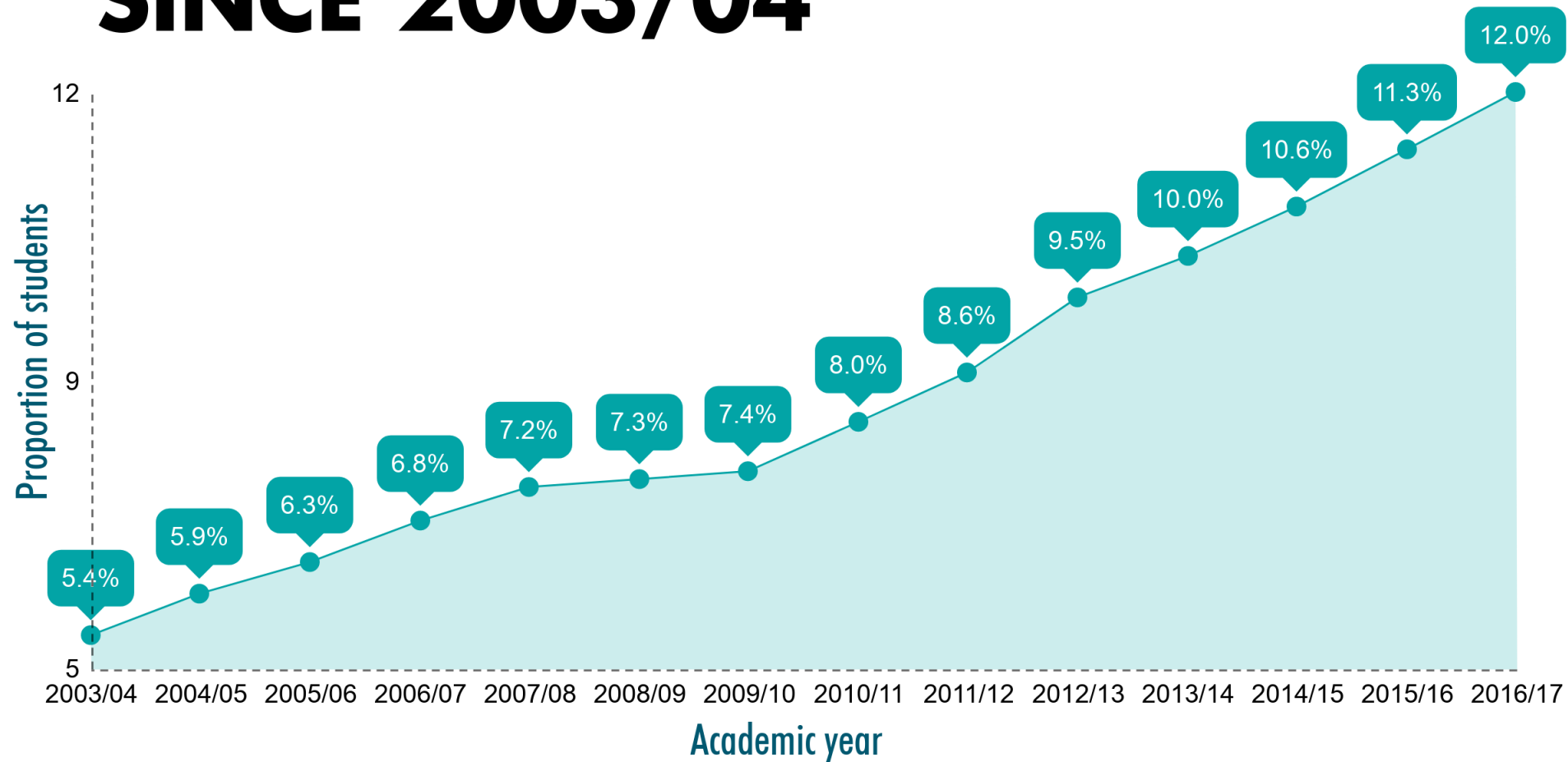
By Andrew Denholm
Education Correspondent

Call for universities to improve support for disabled students

Chris Skidmore wants universities to do as much as they can to support this underrepresented group

AdvanceHE

PROPORTION OF STUDENTS WHO DISCLOSED AS DISABLED SINCE 2003/04

Proportion of students

- 2003/04: 5.4%
- 2004/05: 5.9%
- 2005/06: 6.3%
- 2006/07: 6.8%
- 2007/08: 7.2%
- 2008/09: 7.3%
- 2009/10: 7.4%
- 2010/11: 8.0%
- 2011/12: 8.6%
- 2012/13: 9.5%
- 2013/14: 10.0%
- 2014/15: 10.6%
- 2015/16: 11.3%
- 2016/17: 12.0%

Academic year
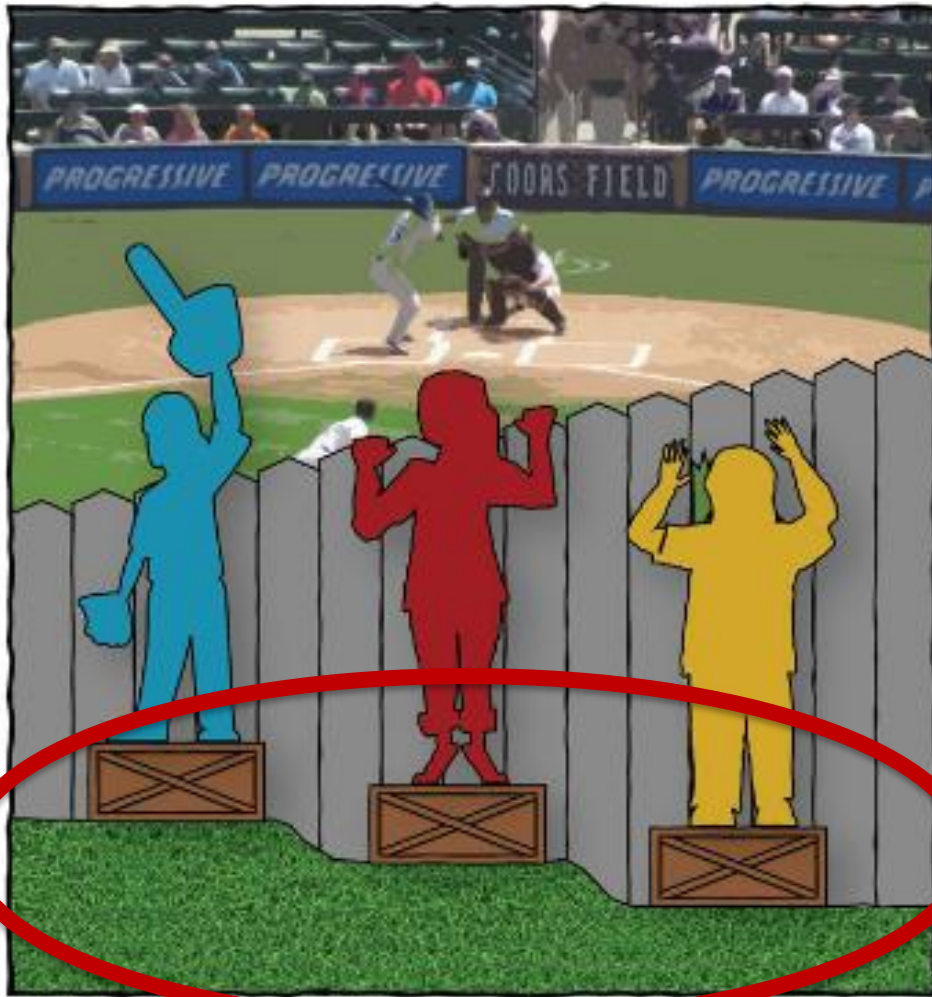
3: Proportion of all students over time who disclosed as disabled
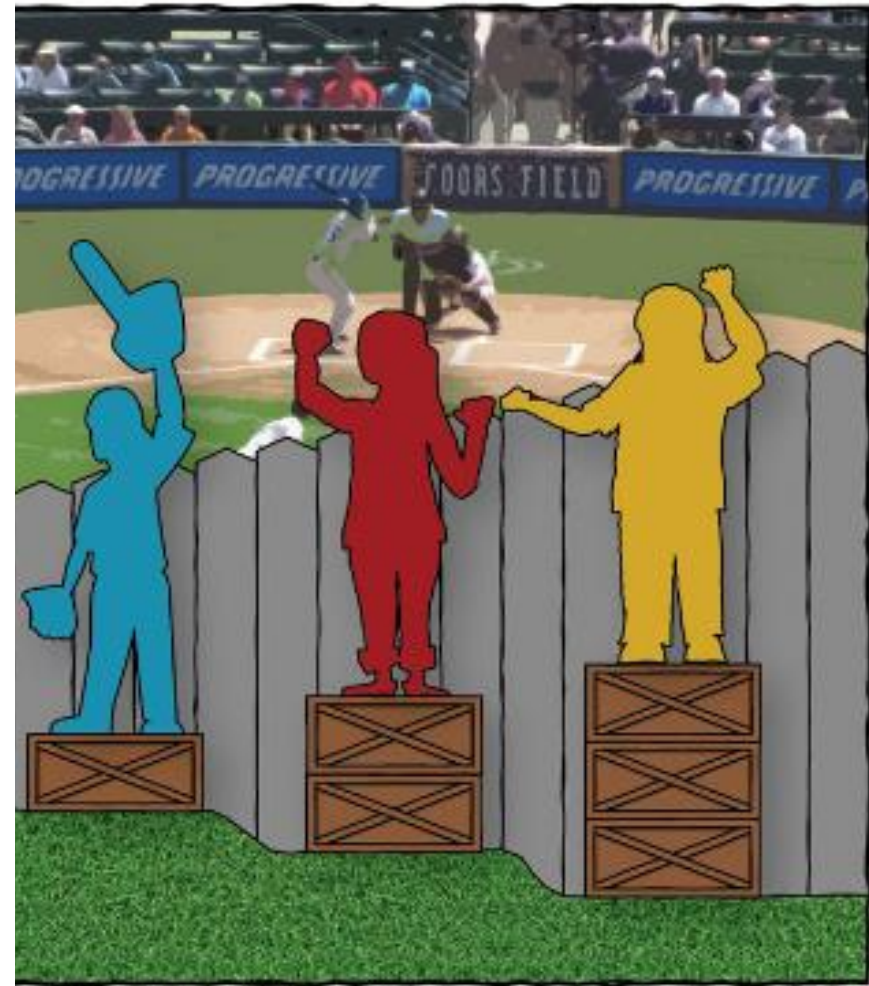
STUDENT DISABILITY DISCLOSURE ACROSS DEGREE LEVELS

13.5%

10.0%

8.5%

8.2%

FIRST DEGREE UNDERGRADUATES

OTHER UNDERGRADUATES

TAUGHT POSTGRADUATES

RESEARCH POSTGRADUATES

4: All students by degree level who disclosed as disabled, 2016-17

AdvanceHE

Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent

#AdvanceHEstats

The Equity Challenge

EQUALITY

EQUITY

Image by Paul Kuttner http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/
For an interesting background to this image see https://medium.com/@CRA1G/the-evolution-of-an-accidental-meme-ddc4e139e0e4 and https://www.storybasedstrategy.org/tools-and-resources#the-4th-box-resources

•'AdvanceHE

Talkin' bout our (r)evolution

Fair Access!

- Experience
- Belonging
- Inclusion

Retention

Attainment

Outcomes

Equality & Diversity

AdvanceHE

Common challenges of diversity

- Supporting diverse educational backgrounds (pedagogy, curriculum, assessment etc)

- Tackling isolation, support networks

- Group interactions and 'good relations' btw students as well as staff/student

- Micro-aggressions, harassment, racism

- Complex identities

- Time and resources for additional support and/or flexible approaches.

AdvanceHE

Other external Drivers for inclusion

- Regulator and funding: accountability and targets
- Legal: Equality legislation, safeguarding duties
- Kitemarks and awards

Benefits of diversity & inclusion

- Morals/social justice

- Accessing and retaining "top talent"

- Values and identity of the institution

- Community and civic engagement

- 'Soft power' (eg alumni, exchanges)

- Financial sustainability (sector/locality/HEP)

- Diversity of thought, perspectives and experiences = better decision making, innovation and research

Conceptualising Excellence

Excellence

- Attainment or 'learning gain'
- Employability
- Rankings?
- Value
- Satisfaction
- The institution develops

AdvanceHE

Race Equality Charter Principal 2

"UK higher education cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all ethnic backgrounds can benefit equally from the opportunities it affords."

Achieving Excellence & Equity

New approaches

- Whole-institution structural and cultural engagement
- Senior leadership
- Student engagement and co-production
- Co-operation and catalyst
- The Evaluative turn
- Data & Analytics
- Positive/Targeted Action or the 'nudge'

Intersectionality

"Intersectionality, as originally advanced by Kimberlé Crenshaw, speaks to an understanding of the complex and multiple ways in which various systems of subordination can come together at the same time (Crenshaw, 1998).

(Rollock and Gillborn, 2011)

For Crenshaw's original paper see Crenshaw , K (1989_ University of Chicago Legal Forum https://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?referer=&httpsredir=1&article=1052&context=uclf Alternatively see Crenshaw's 2016 TED talk The Urgency of Intersectionality https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en

A note on data

- Identifying
- Tracking
- Evaluating
- Interventions and ethics

A note on targeted action

- Understandings tools available
- Cultural change and communication
- Stereotypes
- Research

A question of risk?

- To do or not to do?

- Transparency

- Accountability

And then….

Interview

'The sooner you go home the better': is this the UK's message to international students?

Anna Fazackerley

The University of the Arts London's vice-chancellor and the leader of Australia's University of Wollongong discuss why UK immigration policy is deterring international students

Brexit

Norway urges students to av universities in Brexit warnin

Higher education minister says Norwegians should s countries other than Britain

UK parliament debates TOEIC: "Britain's forgotten immigration scandal"

Posted on Sep 5, 2018 by Claudia Civinini

The case of the international students who had their visa cancelled or were deported following the TOEIC cheating scandal in 2014 was for the first time debated in the UK parliament.

'Breaking down walls not building them'

By Sean Coughlan
BBC News education and family correspondent

© 6 February 2019

f ○ ♥ ✉ < Share

AdvanceHE

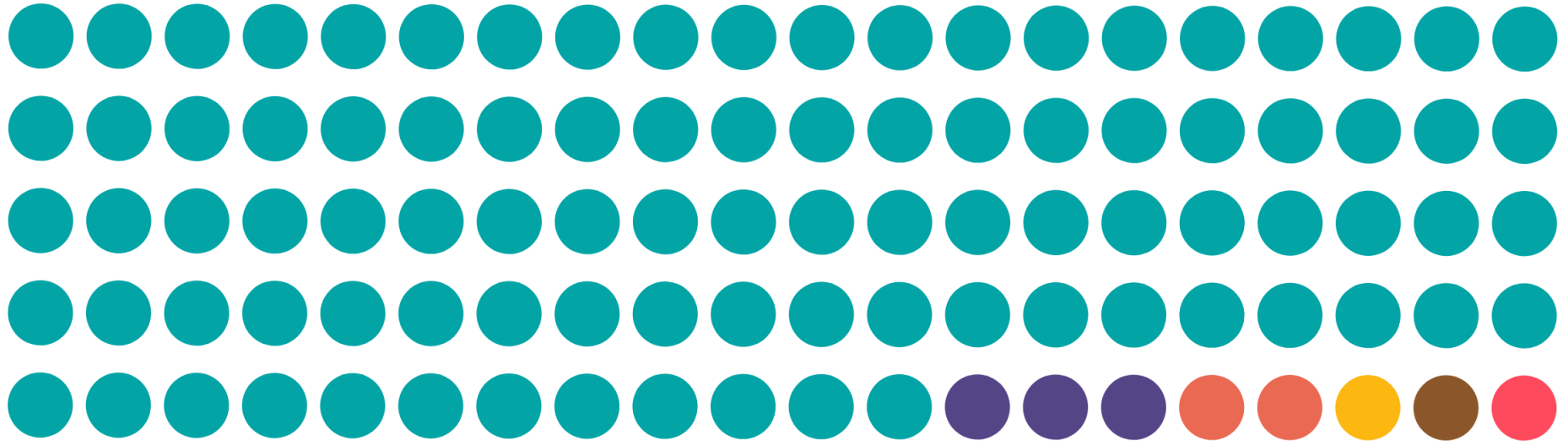# Affirmations and allyship

AdvanceHE

Step changes

- Decolonisation
- New structures
- New delivery
- New conversations

AdvanceHE

UK PROFESSORS BY ETHNIC GROUP

White 91.6%

Asian 3.3%

Chinese 2.0%

Other 1.3%

Mixed 1.1%

Black 0.6%

6: UK professors by ethnic group, 2016-17

"If we...change who is in the university, we change what the university is, as well as what and who it is for."

-*Sperlinger, McLellan, Pettigrew 'Who are universities for?'*

AdvanceHE

Thank you

AdvanceHE

About Advance HE

+ Holistic approach to inclusion across university services and roles

+ Knowledge, insights & research

+ Frameworks and Charters for systemic change

+ Networks and communities

+ Bespoke training, research & consultancy

AdvanceHE

AdvanceHE

For more information
www.advance-he.ac.uk
🐦 @AdvanceHE