



**Kingston
University
London**

**Equality, Diversity &
Inclusion (EDI) Initiatives
AT UON**

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FACULTY: *FBL*
SUBJECT AREA:
BUSINESS SYSTEMS &
OPERATIONS

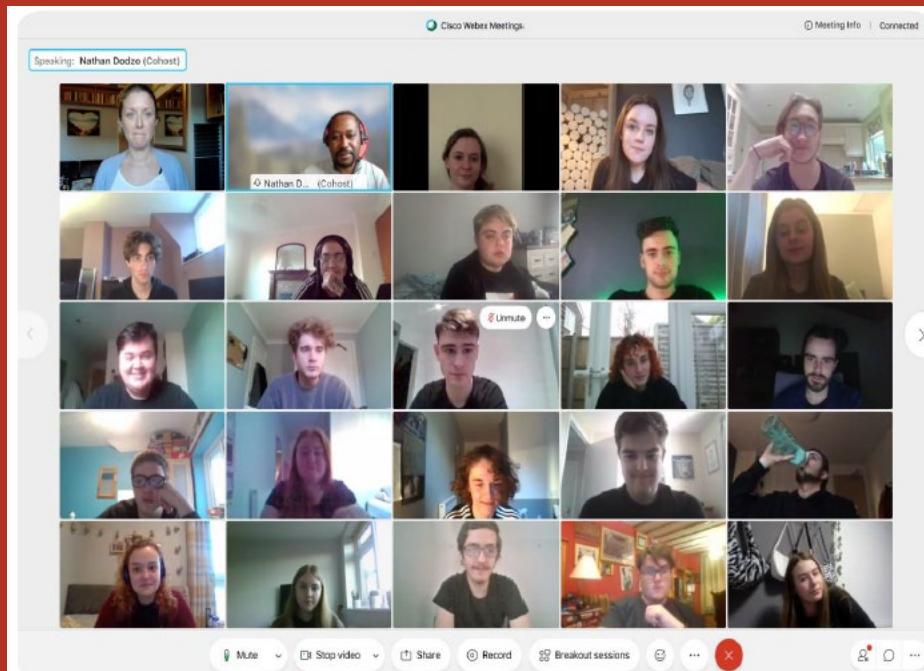


FACULTY: *FAST*
SUBJECT AREA:
*JOURNALISM, MEDIA
& PERFORMANCE*



FACULTY: *FAST*
SUBJECT AREA:
COMPUTING

Cultural Integration Workshop



- Creating an inclusive and welcoming environment.
- Creating a safe place for conversations around difficult topics
- Celebrate differences
- Targeting further protected characteristics beyond race
- Avoiding stereotype threats



Learning
Enhancement and
Innovation Bids
2019-2020-2021

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Research funded by

INSTITUTE OF
LEARNING & TEACHING
IN HIGHER EDUCATION

BAME AWARD GAP AT UON

*Exploring the Experiences of students from Ethnic and
culturally diverse background
and the Factors that Impact on their Low Grades.*

Overview of the Project

Phase 1 of a longitudinal study on GEM Award Gap at the University of Northampton

Key objectives

- Research Methodology
 - Qualitative research
 - Interpretative Phenomenological Analysis (IPA)
 - Opinion-based and subjective in nature
 - Semi-structure interviews with staff at UoN
 - Focus groups with current undergraduate students and alumni students at UoN
 - Tools of social theorist Bourdieu and Critical Race Theory (CRT).



EDI courses for Staff and PGR students

- EDI course for Researchers (doctoral induction)
- How to be a good Ally (Head of Staff development & Head of LLS)
- Diversity in the Workplace (HR)
- Santander Scholarships Studies | Union Black: Britain's Black cultures & steps to anti-racism - Open University





Staff and Student Equality Diversity and Inclusion forums

- Chaired by the Deputy Vice Chancellor
- Seeks to **raise awareness** of Equality, Diversity and Inclusion through University-led communication, training and support groups.
- Seeks to understand and improve the experience of staff and students from under-represented groups and groups with protected characteristics, as it relates to recruitment, promotion, reward, dignity and respect, student success and outcomes.

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Lead by the Head of Academic Practice

DELTA is sponsored by the DVC and reports into the EDI Staff Forum:

DELTA focuses on 6 main areas which include:

1. Focus on our Own Learning + Development - Personal commitment to understanding race, racism and white privilege
2. Focus on Action to drive the Provision of Relevant Key Data
3. Exploration of implications of an Inclusive Curriculum Framework for our processes and practices at UoN
4. Focus on Effective Policy Change
5. Teaching-related CPD for Decolonisation of the Curriculum - Provision @ UoN
6. Research and Evaluation

Decolonising Education: Learning, Teaching and Assessment (DELTA)



Global Ethnic Majority (GEM) Staff Network – Former BAME staff Network



- To promote an understanding of the challenges facing GEM staff and find solutions to any disparities in their employment experience, from applying and hiring, through to career progression and senior representation
- Encourage action and promote positive change
- Other EDI related network:
 - LGBTQ+
 - Women Staff network
 - Other

The Global Ethnic Majority Staff Network Presents

FREE
HYBRID EVENT
OPEN TO ALL!!



#BLACK IN THE IVORY II

CONFERENCE AND AWARDS CELEBRATION

Northampton Book Club

The Journey to Allyship: Where to Begin



PhD Studentships: University Diversity Studentships

Applications from ethnic minorities are strongly encouraged

The Centre for Advancement of Race Equality (CARE)

- Foster a supportive and creative environment for research into issues of race, **understanding racial disparities**, and modes of **positive change**, within UON.
- Engage with debates on issues such as **decolonising the curriculum** within and beyond UON.
- Facilitate **research into issues of race**, understanding racial disparities, and modes of positive change, that will lead to high quality **REF outputs**.
- Develop **UON's archival holdings of materials related to race**, understanding racial disparities, and modes of positive change
- **Support PGR and ECR** researchers who engage with issues of race, understanding racial disparities, and modes of positive change.
- Build on and create **new relationships with external organisations**, including **activist networks**, whose work engages with CARE, and engage in bidding activities.
- Promote interdisciplinary bidding activities within UON and create relationships with similar research centres at other universities, to **enable collaborative bidding**.



Centre for Education and Research Inclusion, Diversity and Special Education SIG.

To nurture and promote social justice, equity and inclusion within Education and related disciplines through a culture of high quality research that is accessible to all.

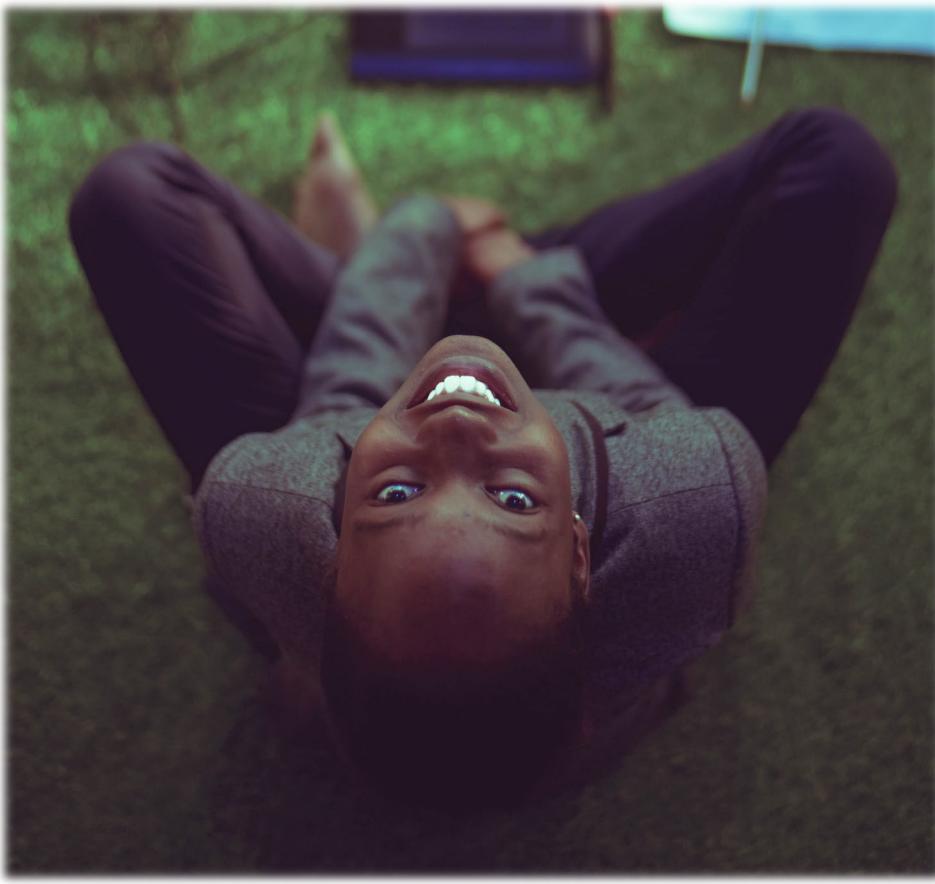


EDI - Knowledge Transfer Partnerships

- D&I Forum (UON in collaboration with several companies in Northamptonshire)
- Cross Industry Inclusion Diversity and Wellbeing Roundtable

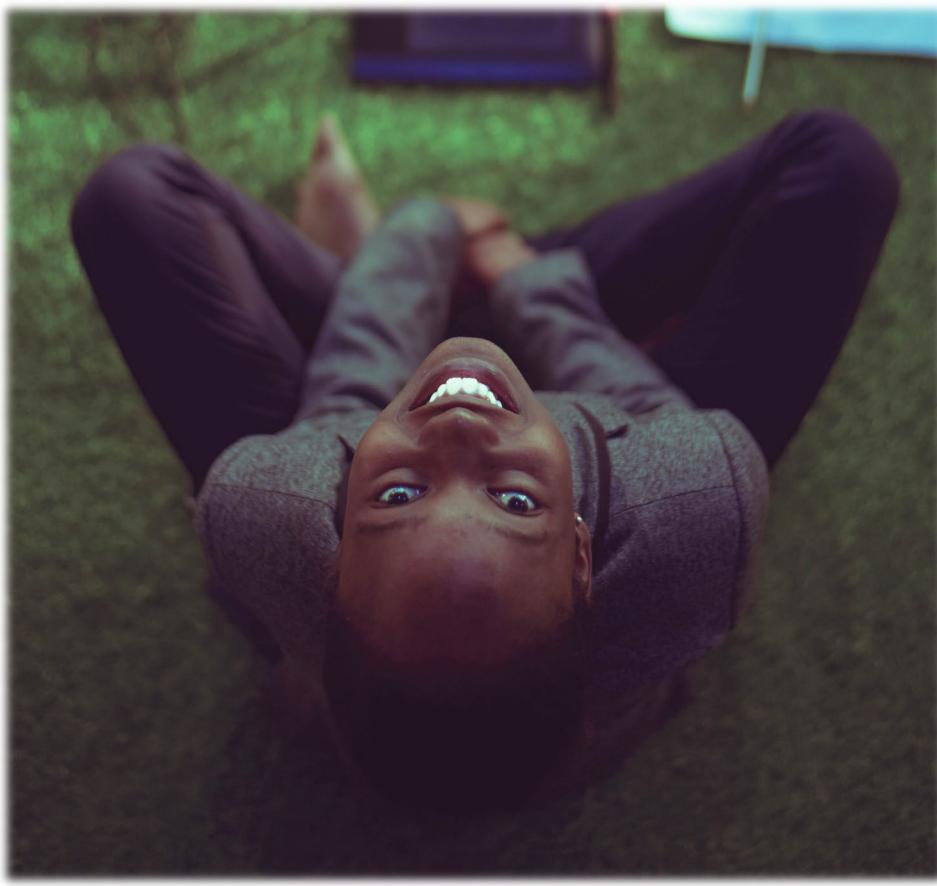


POSITIVE ACTION



- Difficult conversations
- We should avoid the traditional ‘deficit’ approach, which views Black students’ lower attainment as a consequence of their failure to adjust or adapt, or a lack of ability
- Personal development/ Ongoing training on equality, diversity, and inclusion
- Impact on curriculum development and design

POSITIVE ACTION



- KPI
- Set achievable targets
- Universities gaining the Race Equality Charter Mark
- Collect data/statistics on Attainment/Award gap
- Zero tolerance policy
- Unconscious bias programme to change culture
- Develop mentoring programmes
- Reverse mentoring
- Human library



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YOU

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<https://mypad.northampton.ac.uk/blackattainment/>

Santander Scholarships Studies | Union Black: Britain's Black cultures & steps to anti-racism - Open University

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