

EDI Series for
Grad School
Update day

Equality, Diversity & Inclusion (EDI) for Researchers

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Learning Outcomes

After completing this session, you will be able to:

- Explore some diversity & inclusion related challenges you may face as a researcher
- Develop a greater awareness and sensitivity to diversity & inclusion issues beyond the assumed categories.
- Evaluate the advantages of working in a diverse research environment

What is Equality of Opportunity?

What are your thoughts on Equality of opportunity?



"Well, it's about treating black and minority ethnic groups the same as you would anyone else, isn't it?"

A



"Equality of opportunity? Hmm, I'd say it's about making sure everyone gets treated fairly."

B



"I've always thought it's about treating people in exactly the same way, even if they have different capabilities and needs."

C



"Isn't it mainly about making sure women get a fair deal at work?"

D

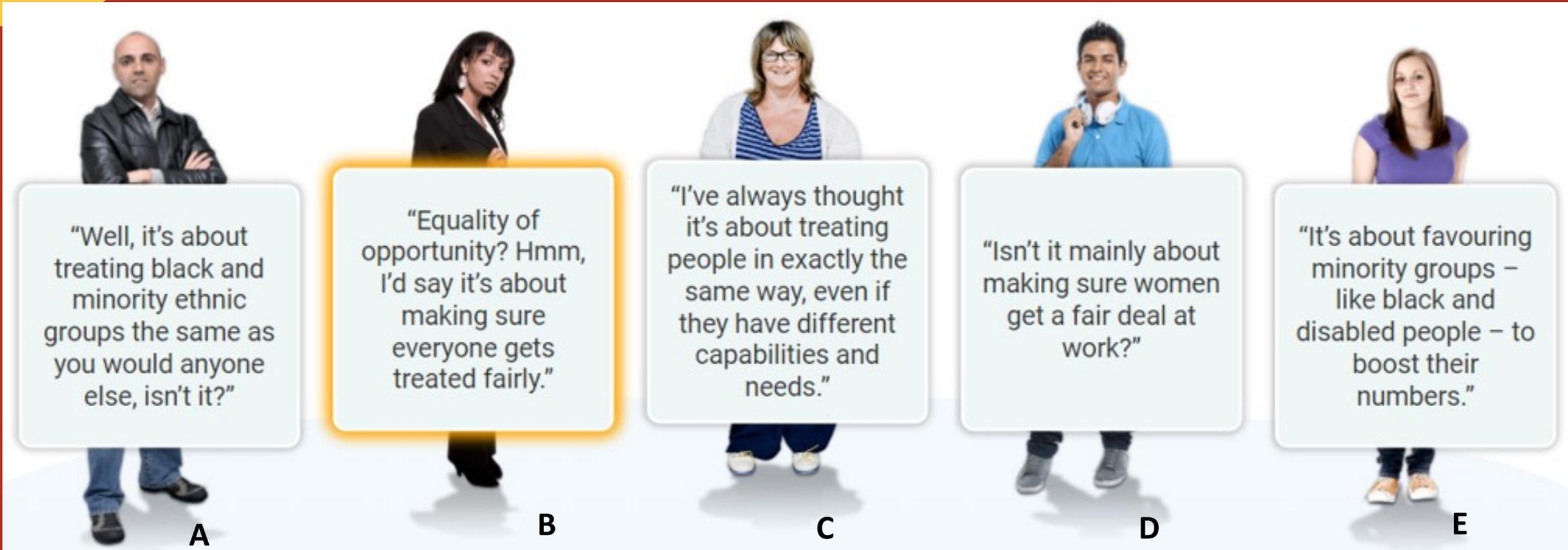


"It's about favouring minority groups – like black and disabled people – to boost their numbers."

E

Five different people, five very different views. So which response do you think was closer to what it's really all about?

What is Equality of Opportunity?



Basically, equality of opportunity is about creating a level playing field on which everyone is treated fairly, purely on the basis of their relevant abilities and needs.

Diversity: an abusive PI

If I hadn't ended up under an abusive PI, I'd be looking at staying in academia at the end of my PhD. In reality, I can't run away fast enough. I never want to see a lab coat or handle a pipette again.



Diversity: gender & sexuality

Imagine if my supervisor hadn't been so misogynistic, so dismissive and so uneducated on my gender & sexuality. I could've actually spoken openly and constructively about my work and been more productive and less worried about the impact on my work.



Diversity: Queer life

Being a queer working-class with a long-term condition means a lot of invisible struggles. As well as dealing with illness, I feel I have to mask my difficulties and aspects of my identity to avoid stigma and stay 'competitive'. It's exhausting.



Diversity: disability

Imagine if my disability hadn't been the catalyst for losing my job(s). If management had actually trusted me & given me the necessary freedoms. I might still be contributing to research. Ironically on the subject of inclusion and belonging in HE.



Diversity: Working in fear

I could speak up about current injustice without the fear of losing my job



Diversity: Disability & identity



My disability is a part of my identity. If that wasn't threatened I think I could have focused on my research rather than use limited energy to just battle to have the space and adjustments I needed. I could've used that energy for my research.

Why I embraced my disabled identity

Groupwork (10 mins)

1. Identify possible examples of discrimination you/someone may experience in a research context
2. As researchers, discuss your cultural similarities and differences
3. What is your understanding of intersectionality?
4. How to identify and understand the underlying hidden messages that increase tension across cultures?

Jot down your findings and be ready to present them to the rest of the class

The 9 Protected Characteristics

Clip 1



[Equality, Diversity and Inclusion: Open your Mind \(5:59 mins\)](#)



Aspiring for Justice

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

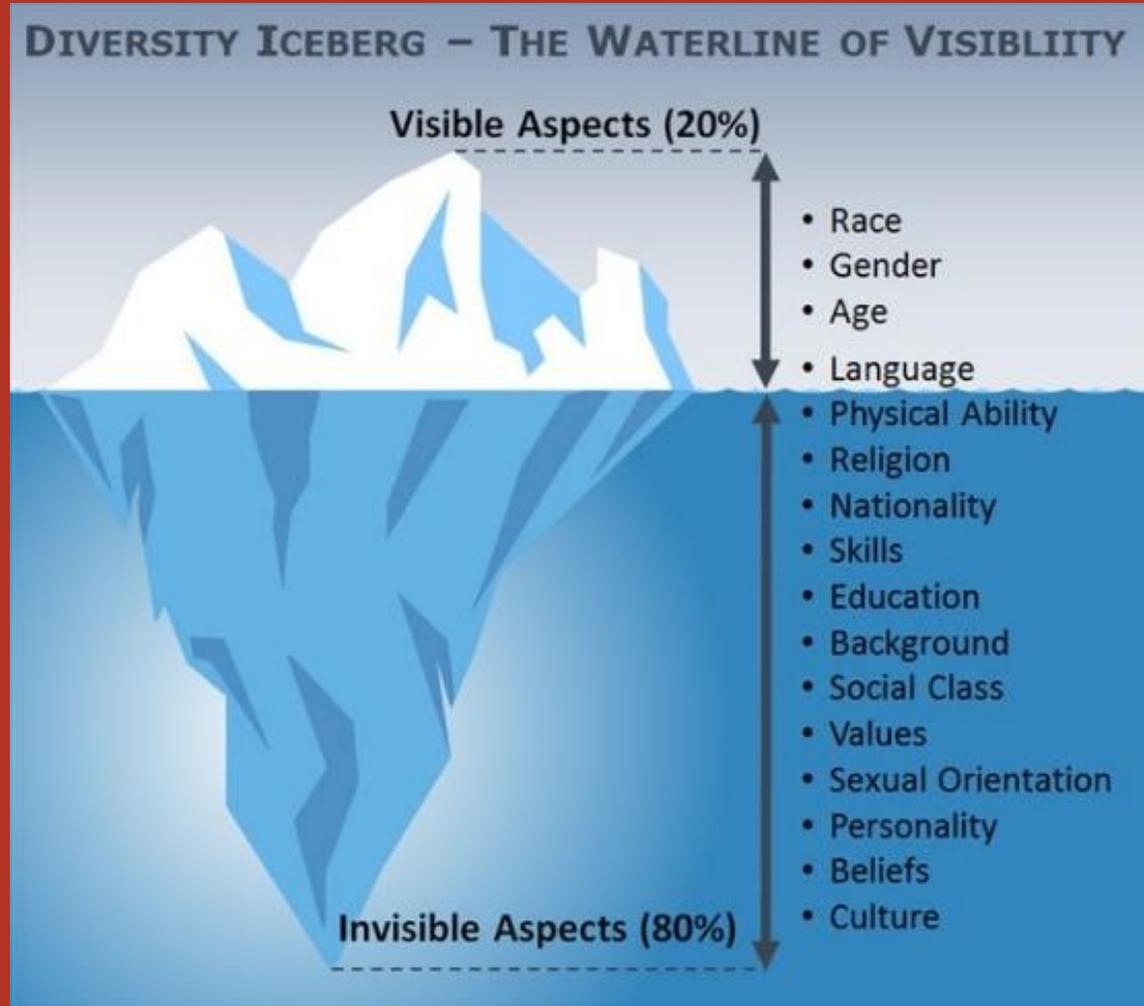
Groupwork (10 mins)

As researchers, discuss your understanding of the following terminologies

- Privilege
- Stereotype
- Allyship
- Non-racist
- Anti-racist

Jot down your findings and be ready to present them to the rest of the class

Diversity Iceberg



Quiz

- We are going to read out some statements and you will be asked to score your answers.
- Please grab a pen and some paper.
- In the last week, I have seen an advertisement with a model of the same race as me
 - Agree 2 points –Disagree 0 Points
- My boss is the same race as me
 - Agree 2 points –Disagree 0 Points

Quiz

- I have been the only person of my race in the room
 - Agree 0 points –Disagree 2 Points
- Your friends in conversation, have used the words “you people” to you, meaning your whole race.
 - Agree 0 points –Disagree 2 points

Quiz

- You've done something well and you've been congratulated because you are a credit to your race/gender/sexuality.
Agree 0 points –Disagree 2 points
- Your race/gender/sexuality has been an issue during a job interview
 - Agree 0 points –Disagree 2 points
- Someone has made fun of you at school because of the colour of your skin
 - Agree 0 points –Disagree 2 points

Quiz

- Someone has made fun of you at school because of your gender or sexuality
 - Agree 0 points –Disagree 2 points
- At work you have two or more places where you can get food you like
 - Agree 2 points –Disagree 0 points
- You've watched a racial stereotype on TV and you thought it was offensive
 - Agree 0 points –Disagree 2 points

Quiz

- You've heard your friends make a joke about a racial stereotype – but were too afraid to say anything as you didn't want to cause offense
 - Agree 0 points –Disagree 2 points
- You have been followed around a shop by the security guard
 - Agree 0 points –Disagree 2 points
- You have been asked to leave a shop or pub for no apparent reason
 - Agree 0 points –Disagree 2 points

Quiz

- People ask to touch your hair
 - Agree 0 points –Disagree 2 points
- You have been asked where you are really from
 - Agree 0 points –Disagree 2 points
- In the last 3 months you have been stopped by the police
 - Agree 0 points –Disagree 2 points

Quiz

- Please share your scores
- Those with the high scores enjoy more social privileges than those with low scores
- –total possible score **32 points**
- Discussion
 - Was anyone shocked by their score?
 - Did anyone expect their score?



Inequalities in the Research Experience

- More than 1 in 5 PhD students have experienced **discrimination or harassment** ([Woolston, 2019](#)).
- 1 in 4 PhD students have been **bullied** ([Cornell, 2020](#)).
- More than 1 in 3 PhD students have sought help for anxiety or depression caused by their PhD ([Cornell, 2020](#)).
- Disabled researchers face discrimination and additional burdens in the workplace ([Friedman, 2020](#); [Hannam-Swain, 2017](#); [Grigley, 2017](#)).
- Nearly 1 in 4 ethnic minority students reported experiencing racial harassment in UK universities ([Weale, 2020](#)).
- White applicants are more likely to be offered a PhD place in the UK ([Khan & Cowell, 2020](#)).
- In a survey of LGBTQ+ doctoral researchers in the UK, only 33% of respondents indicated that they were out to their whole supervisory team More than half of respondents also reported experiencing aggression or microaggression because of their sexual and/or gender identity ([English & Fenby-Hulse, 2019](#)).

NEWS

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Family & Education | Young Reporter

Black applicants least likely to be offered PhD places

By Yasminara Khan and Joe Cowell
BBC Newsnight

© 17 November 2020



'The word 'PhD' wasn't in my vocabulary', says Dr Suriyah Bi

White applicants are offered places to study for a PhD at a higher rate than black, Asian and ethnic minority candidates, data obtained by BBC Newsnight has found.

**In your groups discuss
what do you think about
such a claim
(5 mins)**

Black scientists say UK research is institutionally racist

By Pallab Ghosh
Science correspondent

11 October | Comments



Dr Jazmin Scarlett has struggled to find a footing in academia, despite her qualifications

Dr Jazmin Scarlett, a student in volcanology, had been excited to embark on a career in academic research. She believed she was well placed to get job offers given she has a distinction in her masters and is a recipient of the prestigious President's medal from the Royal Geological Society.

In your groups discuss what do you think about such a claim (5 mins)



MIT News
ON CAMPUS AND AROUND THE WORLD

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Study finds gender and skin-type bias in commercial artificial-intelligence systems

Examination of facial-analysis software shows error rate of 0.8 percent for light-skinned men, 34.7 percent for dark-skinned women.

Watch Video

Larry Hardesty | MIT News Office
February 11, 2018

PRESS INQUIRIES



Joy Buolamwini, a researcher in the MIT Media Lab's Civic Media group
Photo: Bryce Vickmark



Video

[Gender Shades](#) (4:59 mins)

Is facial recognition too biased to be let loose?

China Created AI Prosecutor That Can Charge People with 97% Accuracy

Bias in medical devices may have led to avoidable UK Covid deaths, says Javid

Health secretary announces review to examine why people of colour and women have worse health outcomes

- [Coronavirus - latest updates](#)
- [See all our coronavirus coverage](#)



Fingertip pulse oximeter

People may have died unnecessarily during the Covid pandemic because medical devices were not as effective on people of colour as they were on white patients, the health secretary has said.



Ensuring ethnic diversity in research - advice for researchers

Minority Voices: Ensuring Racial and Cultural Diversity in Research



COVID-19 Research
and Ethnic minority
communities

Achieving diversity in Research



Some Stereotypes

Reality

Research Culture: Hostile Design

The 'hostile and anti-homeless' benches and bus stops: on a walking tour of Bournemouth



When you're inclusive but still hate the poor.

Is Diversity a Tickbox Exercise?

Sometimes it was hard not to feel like a tick box was being accomplished by my presence. This affected my confidence, if I'd felt more welcome and supported I'd have pushed to study a PhD rather than just back off at the first hurdle.



Diversity: Invisible disabilities



Sometimes disabilities are invisible.

I imagine how much more time I would have for my research if senior management made accommodations for my disability in the same way they expect me to implement accommodations for students with disabilities.

Diversity: RACE Charter/Athena SWAN



I Race and Conscious Equality (RACE) Charter Mark is for schools wishing to demonstrate their commitment to action and improvement in relation to race equality in all aspects of their work, as educators, employers and community leaders.



I could write a fellowship and do the job I wanted to do rather than being a one-woman Athena SWAN show in a school that actually doesn't care.

Working in a Diverse work force



I would know the skills of all my colleagues and be able to use everyone's combined knowledge for solving larger problems.

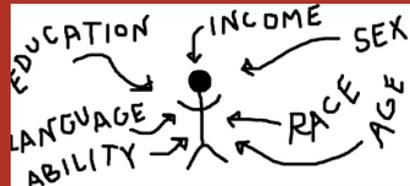
Benefits of Inclusive Research Cultures

- Studies have also found that **inclusive working cultures** can result in **higher productivity of underrepresented staff**. In engineering, for example, this is true amongst engineers who are LGBTQ+ ([House of Commons, 2015](#)), women, and Ethnic minority ([RAE, 2017](#)).
- Studies have shown that **increased diversity and inclusion in the workforce** contributes to **better innovation**, more resilient organisations, and greater economic growth ([Hofstra et al., 2020](#); [Hunt et al., 2018](#); [AlShebli et al., 2018](#); [Ruiz-Jiménez et al., 2016](#); [Apfelbaum et al., 2014](#); [Østergaard et al., 2011](#)).
- Hofstra et al. ([2020](#)) found that women and ethnic minority researchers “introduce scientific novelty at higher rates than white men across all disciplines ... but they are less likely to benefit” within their own careers from the contributions they make to innovation.
- We need to reframe the narrative: creating more inclusion is not something ‘nice’ our universities do as some sort of ‘favour’ for underrepresented or marginalised doctoral and postdoctoral researchers. **Inclusion is essential for innovation** ([Gagnon & Reggiani, 2020](#)).

What to do?



Be accountable



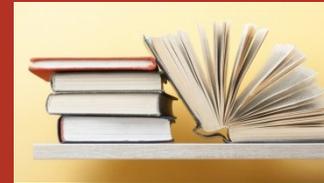
**Use your
privilege to
amplify
supressed
voices**



**Do not be an ally simply
because it's "trendy", e.g.
performative allyship**



Be consistent



**Do not expect to
be taught or
shown**



**Be aware of your
own biases**



**Do not talk over or ignore
supressed voices**

Additional resources

For staff – supporting students. Link here on the staff Intranet

[Supporting students \(sharepoint.com\)](#)

This includes student welfare, student in distress, Counselling and Mental Health Team, The Changing Minds IAPT service, Additional Student Support and Inclusion Services Team (ASSIST)

Also for staff is the Access and Participation Plan (APP) which can be found here [Access and Participation Plan \(APP\) \(sharepoint.com\)](#)

For PGRs there are these resources via the student hub.

Student Conduct Support, reporting harassment. Includes links to Stonewall and other external support groups. [Reporting harassment \(sharepoint.com\)](#)

Counselling and Mental health support

[Counselling and Mental Health \(sharepoint.com\)](#)

Subscription to Togetherall, an online service supporting mental health. It can be found in the link above,

Student Support and Advice Team

[Student Support and Advice \(sharepoint.com\)](#)

Multifaith Chaplaincy [Multi-faith chaplaincy \(sharepoint.com\)](#)

<https://www.nature.com/articles/d41586-019-03459-7>

<https://www.hepi.ac.uk/2020/06/25/phd-life-the-uk-student-experience/>

<https://wellcome.org/reports/what-researchers-think-about-research-culture>

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<https://www.hepi.ac.uk/2020/06/25/phd-life-the-uk-student-experience/>

<https://wellcome.org/reports/what-researchers-think-about-research-culture>

<https://www.advance-he.ac.uk/news-and-views/postgraduate-researchers-are-positive-about-their-experience-despite-high-anxiety>

<https://www.bbc.co.uk/news/education-54934953>

<https://www.researchprofessionalnews.com/rr-news-uk-research-councils-2020-6-ukri-s-phd-criteria-biased-against-marginalised-groups/>

<https://eric.ed.gov/?id=EJ1188721>

<https://www.science.org/careers/2018/10/when-you-re-only-woman-challenges-female-phd-students-male-dominated-cohorts>

https://research.tees.ac.uk/ws/portalfiles/portal/16779683/UJSv14p403_430English4721.pdf

<https://www.rsc.org/new-perspectives/talent/lgbt-report/>

<https://content.iospress.com/articles/work/wor203113>

<https://www.tandfonline.com/doi/full/10.1080/09687599.2017.1375698>

<https://www.chronicle.com/article/the-neglected-demographic-faculty-members-with-disabilities/>

<https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

<https://www.tandfonline.com/doi/abs/10.1080/02602938.2021.1888075>

<https://wellcome.org/reports/what-researchers-think-about-research-culture>

<https://www.nature.com/articles/d41586-019-03459-7>

<https://www.timeshighereducation.com/news/ucu-report-academics-work-two-days-week-unpaid>

<https://thesiswhisperer.com/2015/07/15/single-parenting-through-a-phd/>

<https://www.tandfonline.com/doi/full/10.1080/09687599.2017.1375698>

<https://www.hepi.ac.uk/2020/06/25/phd-life-the-uk-student-experience/>

<https://mynorthampton.ac.sharepoint.com/sites/staff/equality-and-inclusion>

<https://www.youtube.com/watch?v=LqP6iU3g2eE>

<https://www.youtube.com/watch?v=JhcXe-keB2Q>

<https://www.youtube.com/watch?v=maw6hmlNh44>



THANK
YOU

- [UoN EDI Policy](https://mynorthampton.ac.sharepoint.com/sites/staff/equality-and-inclusion)
<https://mynorthampton.ac.sharepoint.com/sites/staff/equality-and-inclusion>
- Santander Scholarships Studies | Union Black: Britain's Black cultures & steps to anti-racism - Open University



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