



Learning
Together
Events 2023



Black Student Experiences Matter

Needs of Black students and the complexity



My background...



Dr Patrice Seuwou

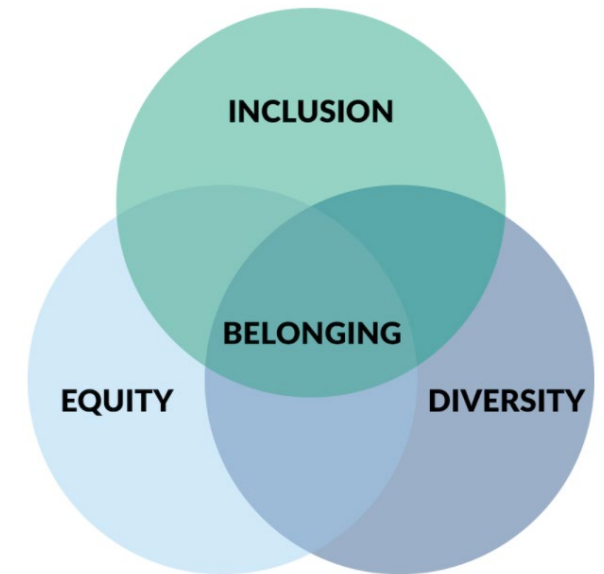
- **Associate Professor in Learning and Teaching**
- Deputy Head of Subject Group Business Systems & Operations
- Senior Fellow of the Higher Education Academy
- Co-Lead - Inclusion, Diversity and Special Education SIG, Centre for Education and Research
- **Centre for the Advancement of Racial Equality**
- Deputy director of the Systems, Analytics and Business Intelligence (SABI) Research Group
- External Examiner for Open University & Staffordshire university
- QAA Assessor
- Contributing Writer to Times Higher Education | Author | EDI Trainer

Selected Publications:

- Seuwou, P (2023) Ten Actions Universities in the UK can take to improve the experiences of their Black students *Times Higher Education*. (<https://www.timeshighereducation.com/campus/ten-actions-improve-experiences-black-students-within-uk-universities>)
- Seuwou, P, Sarwar, D, Pilkington (2023) The Lived Experience of Black International Students at a Post-1992 University in England: An Interpretative Phenomenological Analysis of Academic Resilience, INTED 2023 conference
- Seuwou, P, Sarwar, D, Pilkington (2022) A Phenomenological Exploration of the Holistic Experiences of Students of African Descent at a Post-1992 University in England, ICERI2022 Proceedings ISBN: 978-84-09-45476-1
- Dzineku, C & Seuwou, P (2022), 'Action to improve diversity and inclusion for Black students and staff' *Times Higher Education*. <<https://www.timeshighereducation.com/campus/action-improve-diversity-and-inclusion-black-students-and-staff>>
- Seuwou, P, Dodzo, N., Osho, Y., Ajaefobi, W., Sarwar, D, Pilkington, A & Daye, M (2022), Exploring the Factors that Impact on BAME students Attainment at a Post-1992 University in England, *Studies in Education journal (under Peer review process)*
- Seuwou, P, Dodzo, N., Osho, Y., Ajaefobi, W., Sarwar, D, Pilkington, A & Daye, M (2022), Widening Participation in HE: Exploring the Factors that Impact on BAME students Attainment at a Post-1992 University in England, *Proceedings of EDULEARN22 Conference 4th-6th July 2022, Palma, Mallorca, Spain ISBN: 978-84-09-42484-9*
- Seuwou, P., Ajani, R. (2022) 'Experiences and Challenges of Africans Diaspora in Great Britain and their Role in the Future Development of Africa', *African Development Perspectives: A Holistic Reflection*, Austin Macauley Publishers

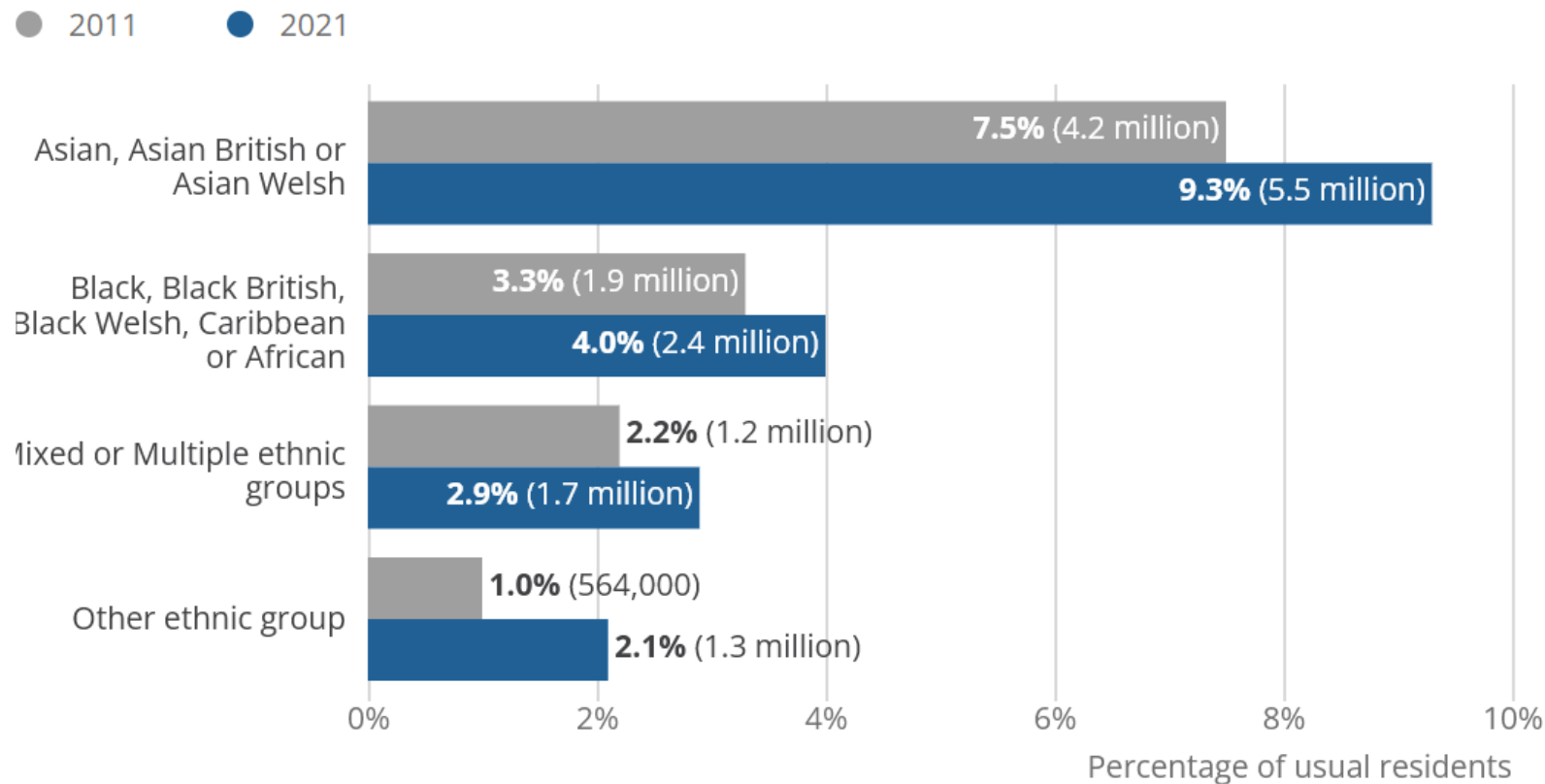
Background & Motivations

- Key reformers :Wilhelm von Humboldt (1810); Cardinal John Henry Newman (1852)
- Widening participation in HE
- The 1963 Lord Robbins report
- The 1997 Lord Dearing Report
- BAME award gap (Miller, 2016)
- Substantial inequalities still persist throughout the student lifecycle



The percentage of the population in all high-level ethnic groups, excluding “White”, has increased since 2011

According to the 2021 Census, the total population of England and Wales was 59.6 million, and 81.7% of the population was white.



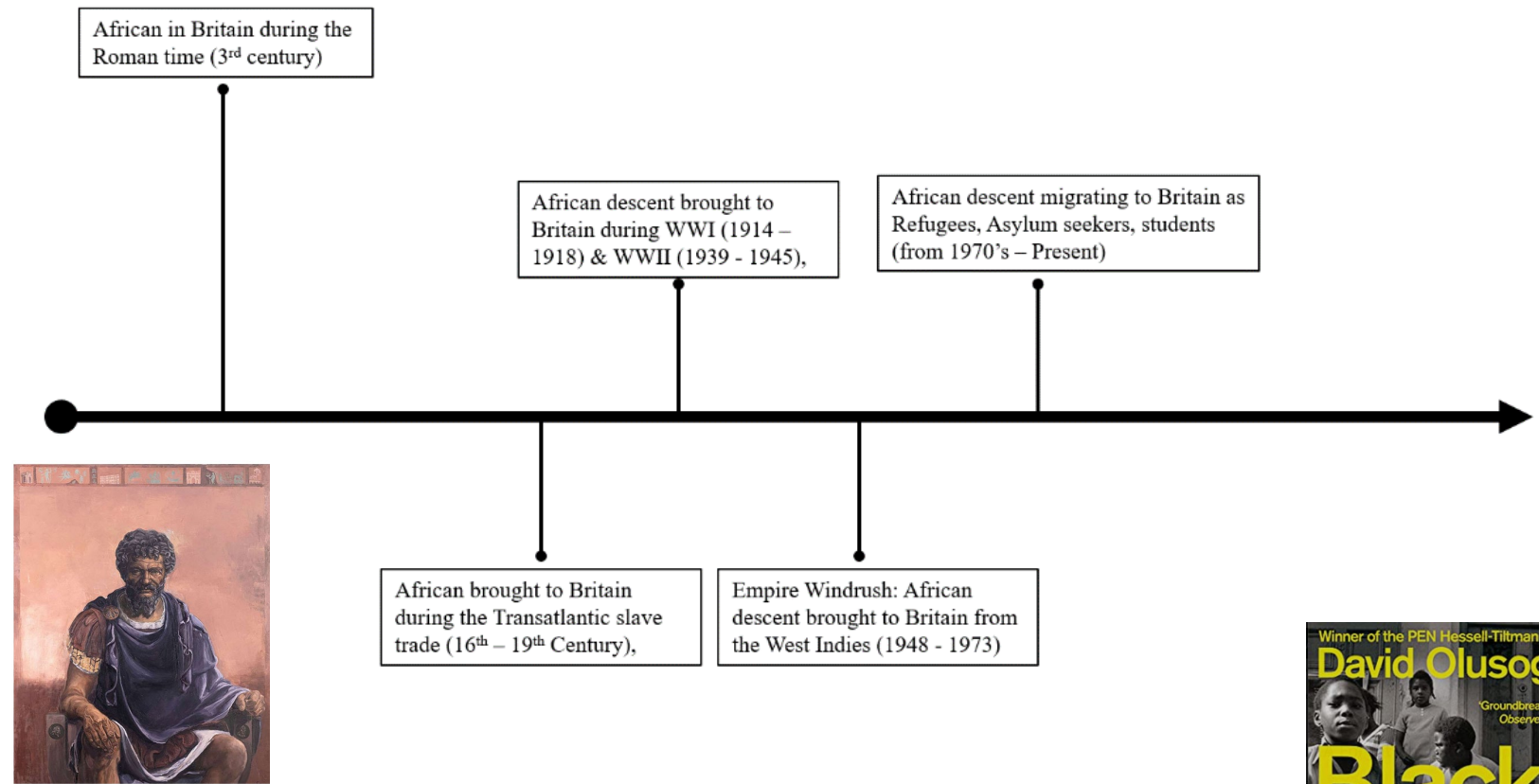
Source: Office for National Statistics – Census 2021

Ethnic group distribution (high-level categories), 2011 and 2021, England and Wales

A timeline showing African descent migration to Britain

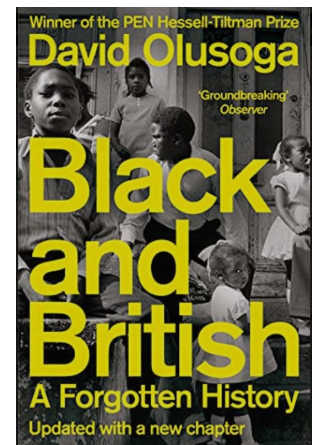
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Inspired from the work of historian **David Olusoga**



AD 193, **Lucius Septimius Severus**

Fig. 1 A timeline showing African descent migration to Britain (Seuwou & Ajani, 2022)



Some stats on Black related issues in Britain

- 24,000 Professors in the UK
- 160 are Black
- 50 are Black Women

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- **Life expectancy** is lowest for Black men at birth and age 65.
- **7.1% Unemployment rate** (Black) Vs 3.1% (White)
- Black men face a much higher chance of being **incarcerated** and are overly represented among prisoners
- At the end of September 2021, **15 per cent** of those remanded in custody were Black.
- **24.3%** of Black households are **single-parent families**.
- Despite making up only 13% of London's total population, black Londoners account for **45% of London's knife murder victims, 61% of knife murder perpetrators and 53% of knife crime perpetrators**.
- Education – **GEM Award Gap**
- Hair industry

From Macpherson to Sewell

- The **Macpherson report** (murder of Stephen Lawrence in 1999) acknowledged institutional racism and initiated top down change which in the absence of a bottom up movement proved short-lived.
- **David Lammy review** (Criminal Justice Systems, 2017)
- The **Sewell report** questioned the prevalence of institutional racism and delegitimised the demand for change emanating from the Black Lives Matter movement (March 2021, Dr Tony Sewell)
- What is remarkable over the period as a whole is the **lack of urgency in promoting race equality**

Black People's Representation in the Media



Akala in Natives growing up in the 1980's [Sport, Music, criminal (prison) or dead]

Police Brutality



Newham 7 in 1985



Actor John Boyega addresses the crowd during a Black Lives Matter protest in Hyde Park, London on 3 June 2020.

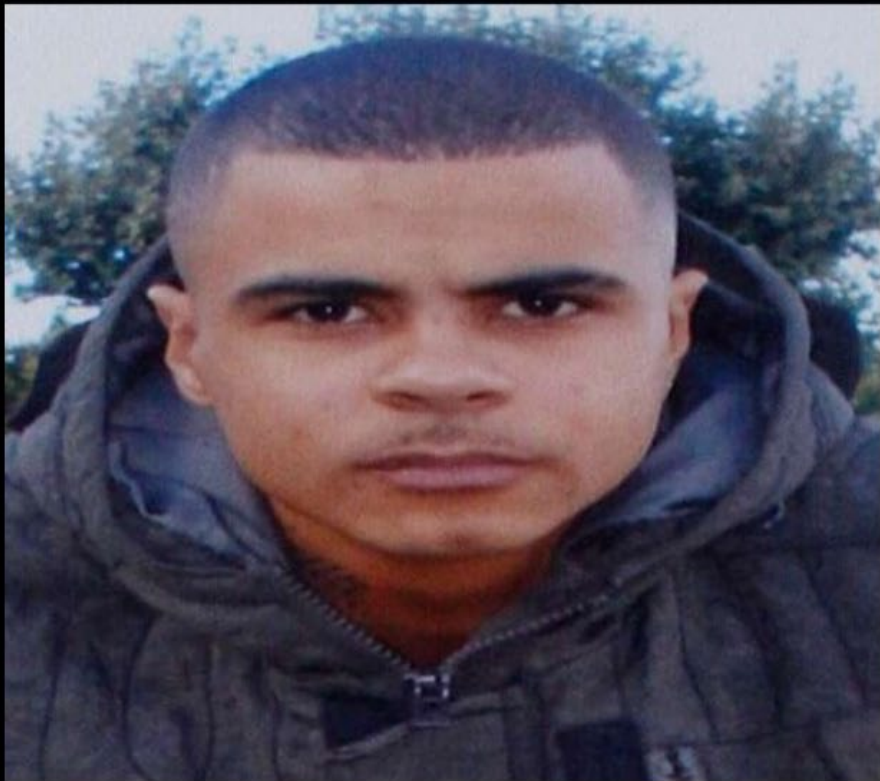


2020

Police brutality or **police violence** is legally defined as a civil rights violation where officers exercise undue or excessive force against a subject. This includes, but is not limited to, physical or verbal harassment, physical or mental injury, property damage, and death

MARK DUGGAN (UK RIOTS)

- Mark Duggan, a 29-year-old Tottenham resident, was shot and killed by police in Tottenham, North London, England, on 4 August 2011. The police stated that officers were attempting to arrest Duggan on suspicion of planning an attack, and that he was in possession of a handgun. Duggan died from a gunshot wound to the chest. The circumstances of Duggan's killing resulted in public protests in Tottenham, where youths used violence to make a stand.

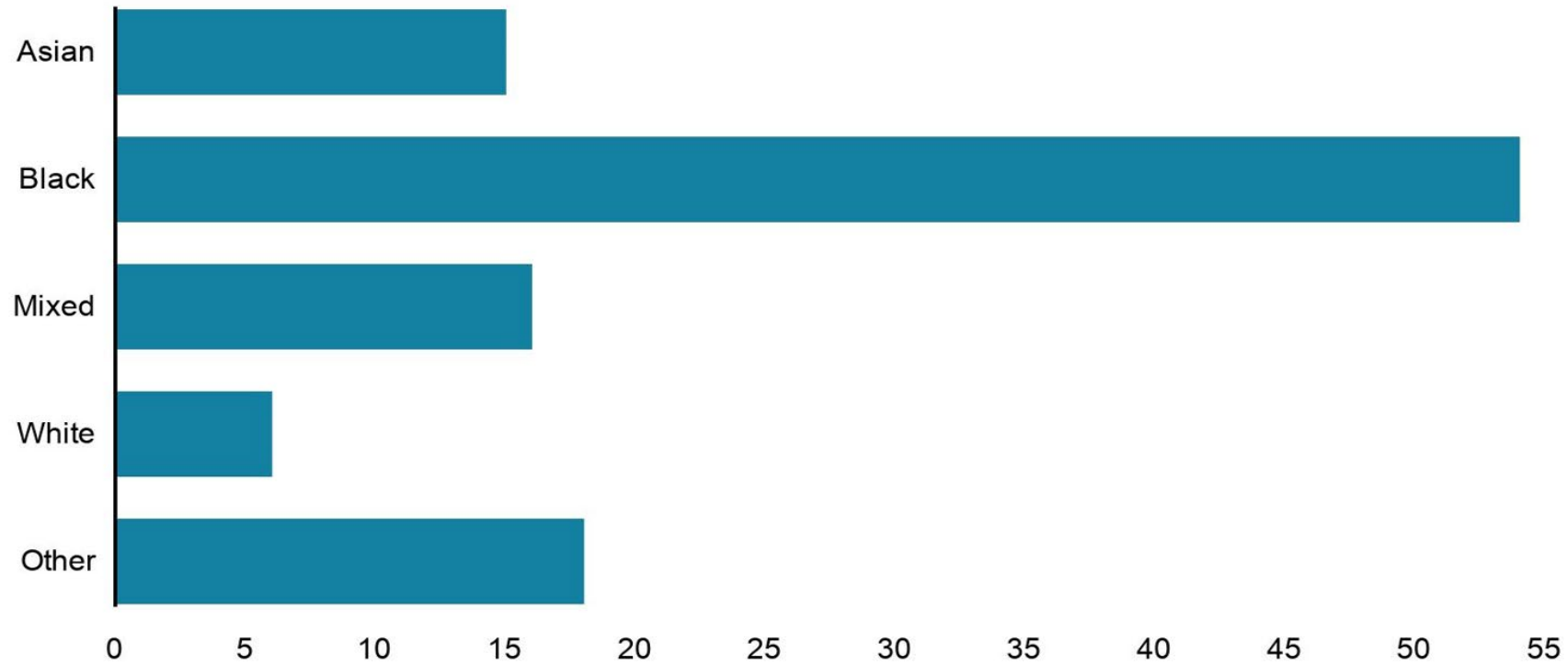


- Protesters
- Rioters
- Looters

Stop-and-search in the UK

Race and stop and search

Stop and search rate per 1,000 people, England and Wales, 2019-20



Source: Home Office

BBC



House of Fraser in Bluewater | He was wrongly accused of stealing suitcases by security
| Cephias Williams 2021)

Where is Racism to be found?

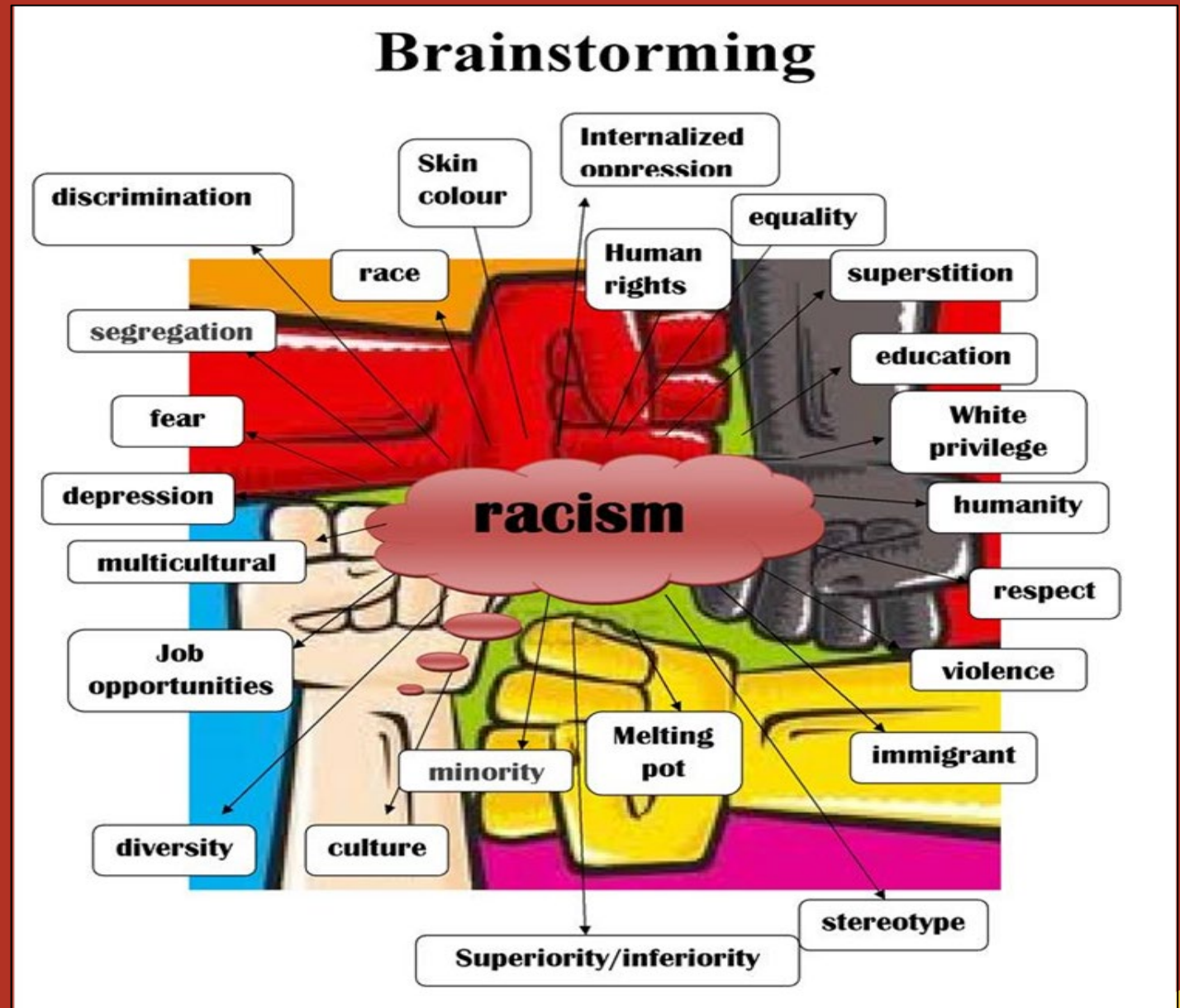
Everywhere! – Critical Race Theory (CRT)

How does it look...

- In sport?
- In the workplace?
- In shops?
- In schools?
- On the streets?
- On social media?

"Theories of racism"

The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.



Racism in Sport, UK



Yorkshire cricket racism: Ex-England cricketer Gary Ballance admits using racial slur against teammate Azeem Rafiq



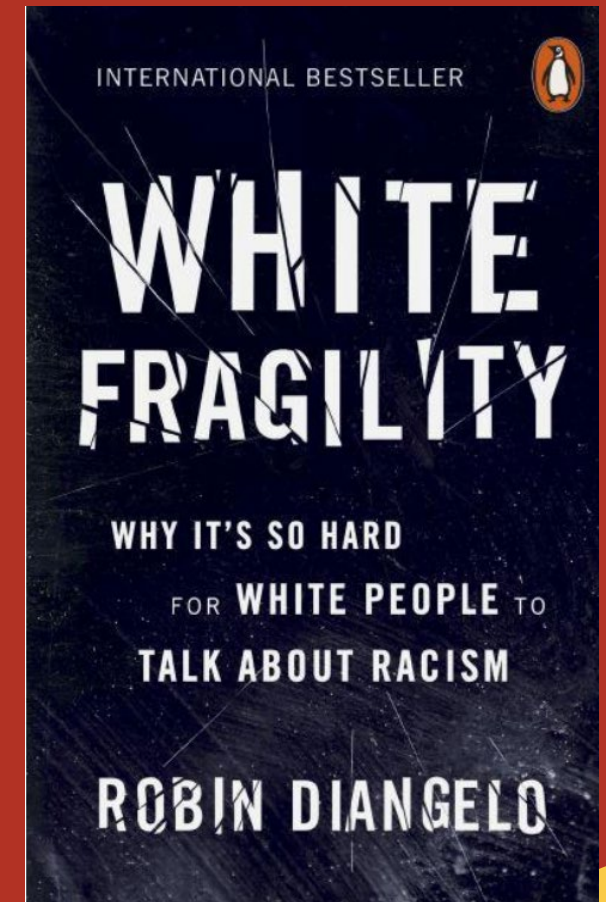
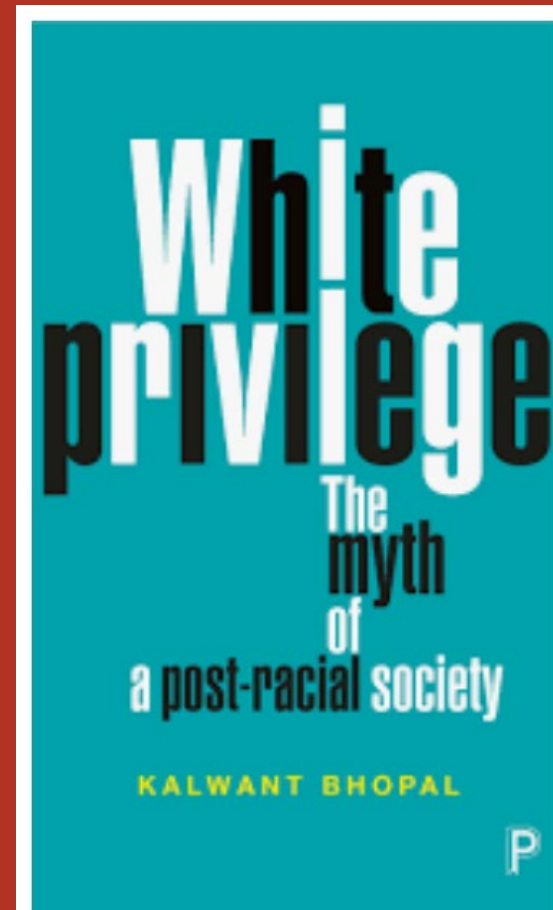
Black players constitute 43% of the players in the English Premier League.
How many Black football managers do we have? – Patrick Vieira (Crystal Palace)

White Privilege – White Fragility

Make the uncomfortable comfortable

“Having white privilege doesn’t mean that your life isn’t difficult; it simply means that your skin color isn’t one of the things contributing to your life difficulties”

**Shola M Richards,
Workplace Civility Activist**



White Fragility Why It's So Hard for White People to Talk About Racism: Difficult Conversations

Teaching Boot and Shoe students
Northampton College of Technology c.1950's



Technical drawing
Northampton School of Art 1959



Senior Typing Class, 1960
Northampton College of Technology



Students relaxing by the Brampton
Building, School of Health 1992



CHANGING DEMOGRAPHICS

*Once upon a time the
University would have served
the county
of Northamptonshire's needs....*

Within the last ten years, we've seen...

- Increasing competition
- A growing number Black students on campus coming from London



Our UK domiciled FT undergraduate students identify ethnically as 55% white, 28.7% Black and Black British, 7.3% Asian and Asian British, 6.3% identify as other ethnicities or as being of mixed ethnicity, and the ethnic identity of 2.3% is unknown.

Overview of the Project – a Longitudinal Study on GEM Award Gap at the University of Northampton

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2nd PhD: Widening Participation: Experiences of Black students in HE: 2018 - 2023

- Phase 1.1 - Overall BAME attainment gap and experiences (2019-20)
- Phase 1.2 - African descents (2020-21)
- Phase 1.3 - Asian descents (2021-22)
- Phase 2.1 – Academic Misconduct (2022-23)



Challenges faced by Black students in HE

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- Deficit model
- Different education systems and assessment standards for international students
- Accommodation living black
- Academic misconduct offences
- Home students
- Black Caribbean students
- Access to university services
- Mental health



Effect of long Commuting

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- Lack of accommodation locally
- Cost of accommodation
- Need to live with family member
- Care responsibilities

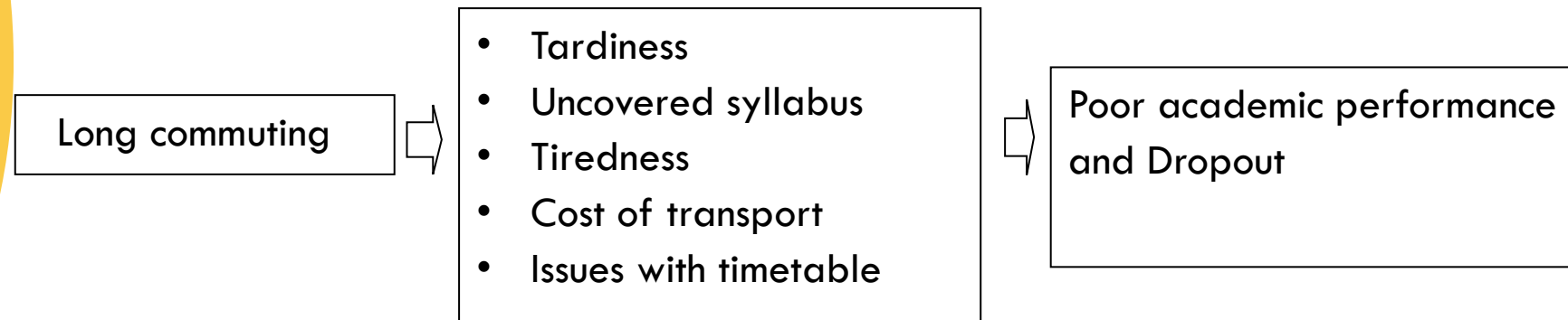


Fig. 6 Effect of long Commuting

Other factors influencing Black students' experiences in HE

- Unconscious bias
- Implicit bias
- Microaggression
- Microassault
- Microinsult
- Microinvalidation
- Penalise more black
- Allyship
- Injustices
- Black lives matters
- Colonialism/imperialism
- Lack of Role models
- Lack of confidence
- Intersectionality

Decolonisation/Internationalisation of Curriculum



- Decolonizing goes beyond just changing the content of university curricula. It's about adding voices in a way that connects to existing debates.
- Have marginalised voices been erased or hidden in plain sight?

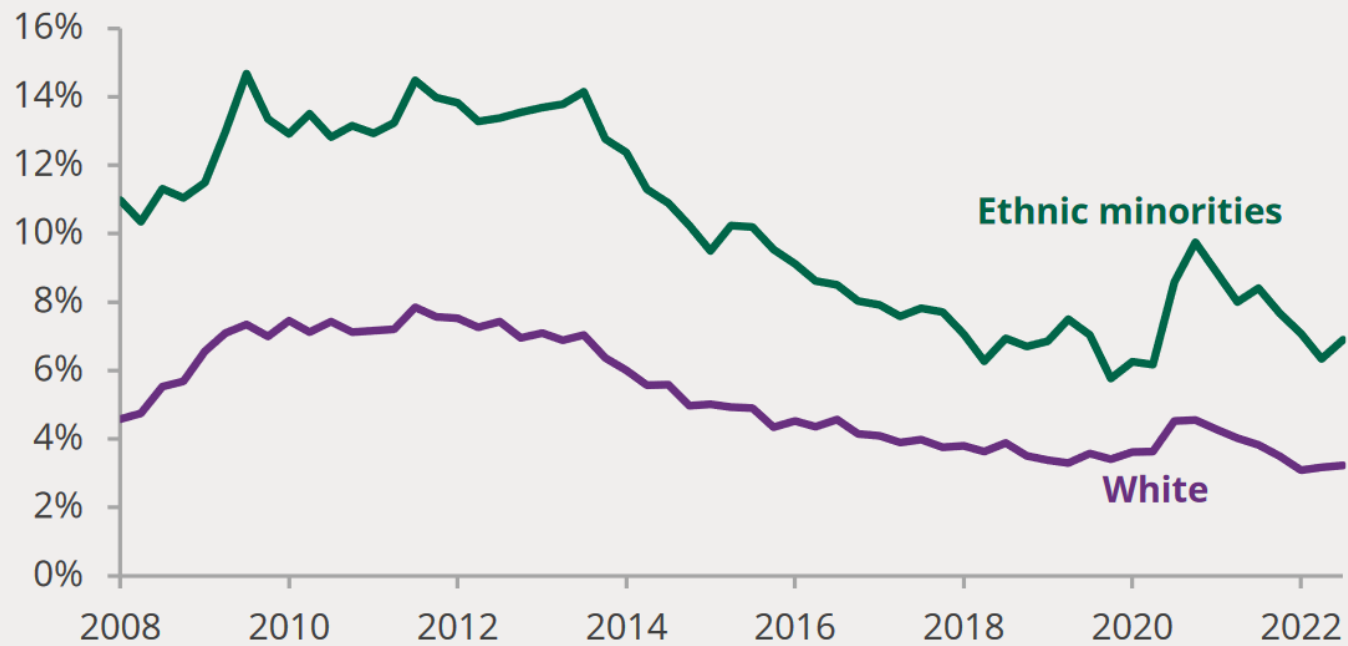
In March 2016, students at Oxford University called for the removal of a statue of Cecil Rhodes and for education to be decolonised.

Job Applicants With 'Black Names' Still Less Likely to Get Interviews

Employers aren't treating identical resumes equally, new research finds.

Unemployment rate by ethnic background: UK, 2008-2022

People aged 16+, not seasonally adjusted



According to Diversity UK, the employment rate for ethnic minorities is only **62.8%** compared with an employment rate for White workers of **75.6%** – a gap of over 12 percentage points.

06/03/2023



The image is a screenshot of a BBC News article. At the top, the BBC logo is on the left, followed by a 'Sign in' button, a notification bell, and navigation links for 'Home', 'News', 'Sport', 'Weather', 'iPlayer', and 'Sound'. Below this is a red banner with the word 'NEWS' in white. Underneath the banner is a navigation bar with links for 'Home', 'Cost of Living', 'War in Ukraine', 'Coronavirus', 'Climate', 'UK', 'World', 'Business', 'Politics', and 'Tech'. Below that is another navigation bar with links for 'England', 'Local News', 'Regions', and 'Cambridgeshire'. The main headline reads 'Cambridge University's Jason Arday becomes youngest black professor'. Below the headline is a timestamp '1 day ago' and a red share icon. The article features a photograph of Prof Jason Arday, a Black man with long dreadlocks, wearing a dark blue sweater, sitting on a wooden bench in front of a light-colored stone wall. A caption below the photo reads 'PROF JASON ARDAY'. At the bottom of the article, a short paragraph states: 'Now aged 37, Jason Arday is about to become the youngest black person ever appointed to a professorship at the University of Cambridge'.

Employability strategies for Black students

1. Change your Mindset and build your confidence
2. Research: do your homework
3. Events & Job fairs
4. Networking
5. Volunteering
6. Internships and work experience
7. Career advisory
8. Professional associations & Professional certifications
9. Extracurricular activities
10. Working on your brand assets (CV, LinkedIn)

Tips for staff teaching Black students

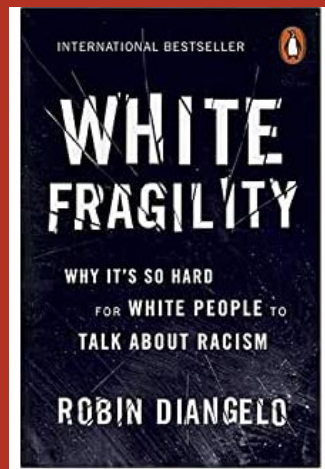
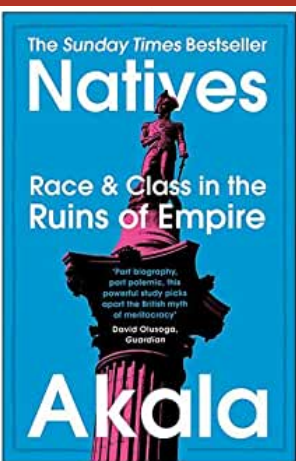
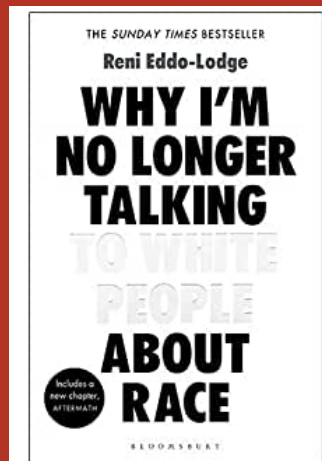
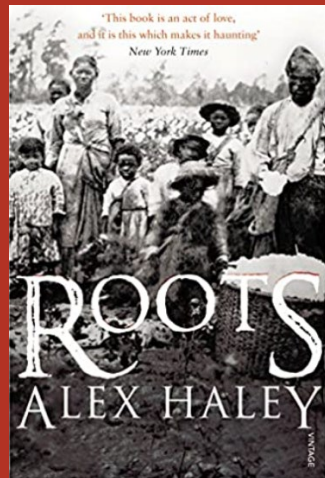
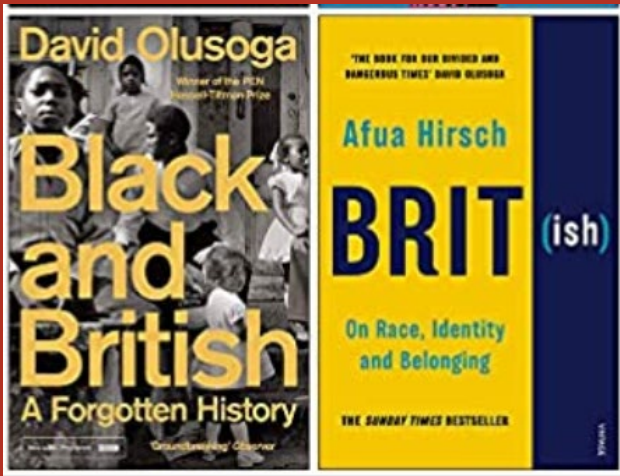
1. Make an effort to pronounce black students' names
2. Discuss with students why a **sense of belonging** is crucial to teaching, learning and achievement.
3. Challenge the notion of labelling black students as a **homogeneous group**
4. Encourage **cross-racial interactions** in group work at all times.
5. **Create informal safe spaces** for black students to share and gather views and discuss how they can provide solutions.
6. Avoid a **deficit lens** when teaching black students; they always bring something to the learning environment.
7. Discover and **foster talents** and see potential in every student, regardless of colour or background.
8. Consider diverse and creative methods of assessments, including adopting **anonymous marking**.

Ten actions to improve the experiences of Black students within UK universities

1. Dealing with classroom and accommodation segregation
2. Increase the number of Black staff members and role models on campus
3. Decolonise your curriculum
4. Create a system for reporting discriminatory and racist behaviour
5. Work towards achieving a Race Equality Charter award
6. Provide funding for race-related research
7. Develop a support scheme for international students
8. Promote difficult conversations at all levels
9. Implement reciprocal mentoring schemes
10. Celebrate diversity



The Journey to Allyship: Where to Begin





- [UoN EDI Policy](https://mynorthamptonac.sharepoint.com/sites/staff/equality-and-inclusion)
<https://mynorthamptonac.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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