

Learning
Enhancement and
Innovation Bids
2022-23

GEM Experiences AT UON

Actions to improve GEM Students' experience

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My Research: Longitudinal Study on GEM Award Gap at UON



**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)



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 of students from Black And Minority Ethnic backgrounds (BAME), particularly Black British/African students coming from London



GEM students at the University of Northampton

- **We are proud to be a university that widens participation**
- 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.



Challenges faced by Black students in HE

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

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Effect of long Commuting

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

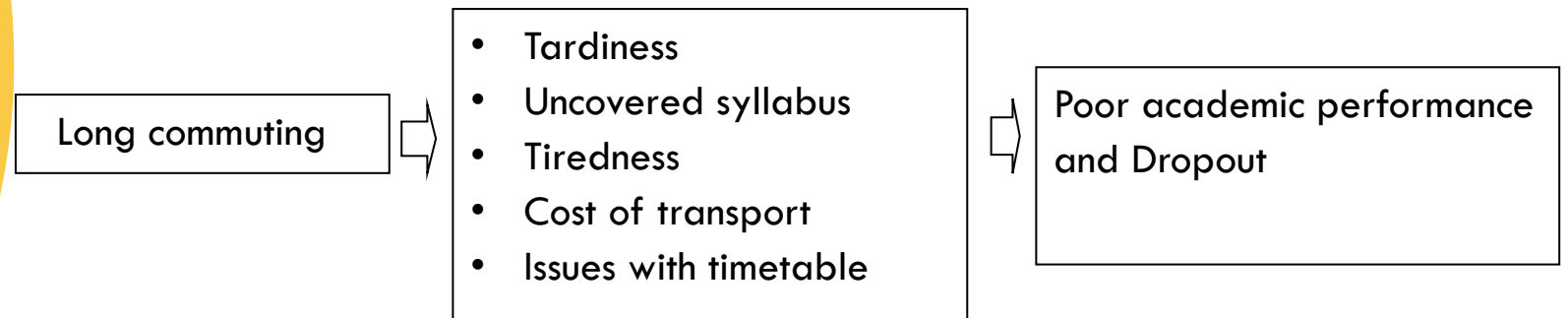


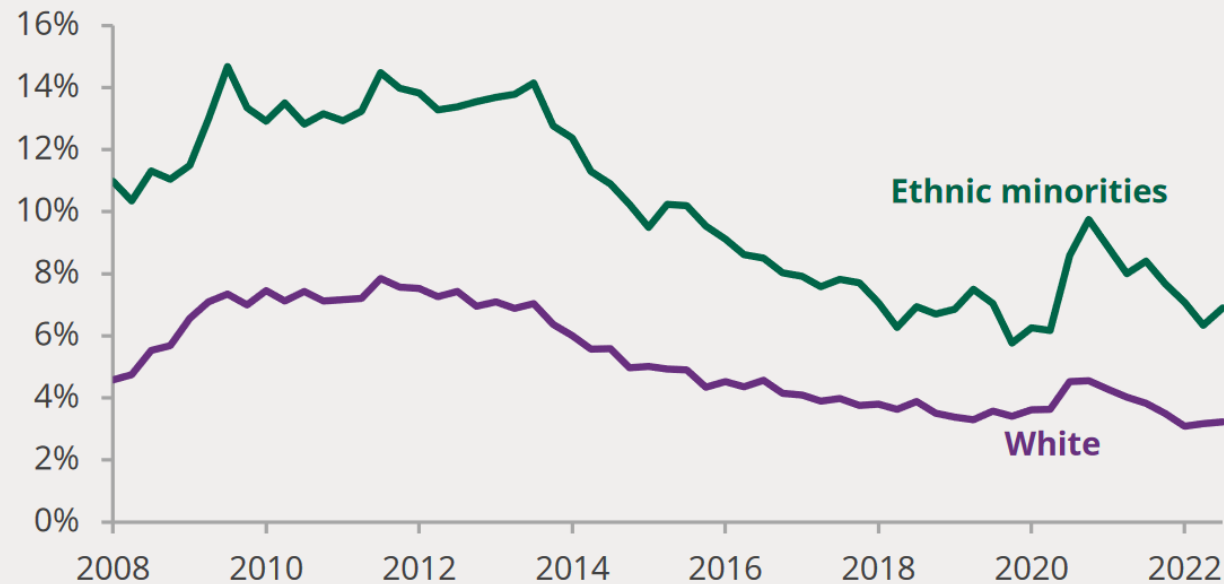
Fig. 1 Effect of long Commuting

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

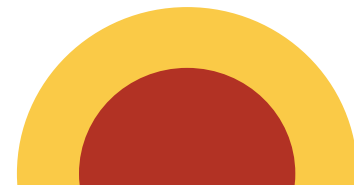
People aged 16+, not seasonally adjusted



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.

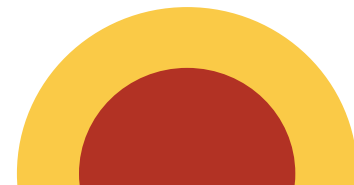
Employability strategies for Black students

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 & 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



Improving GEM students' Experiences at UON

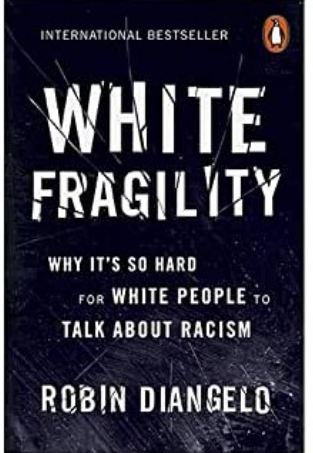
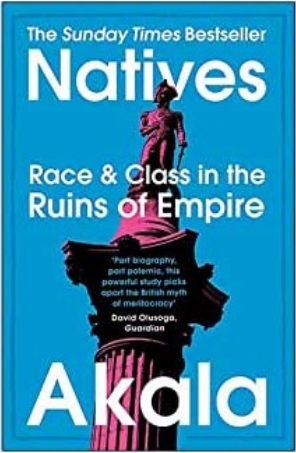
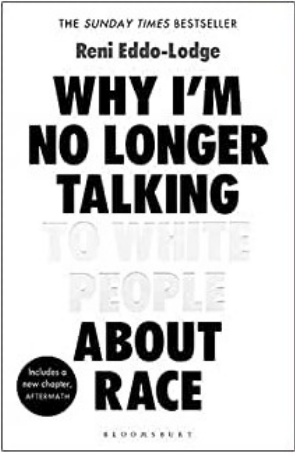
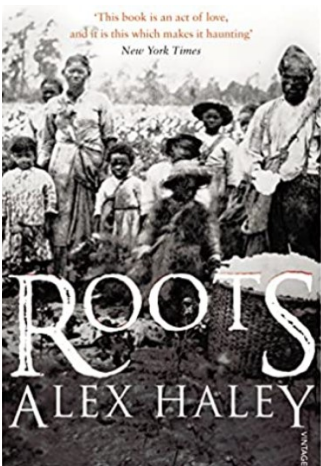
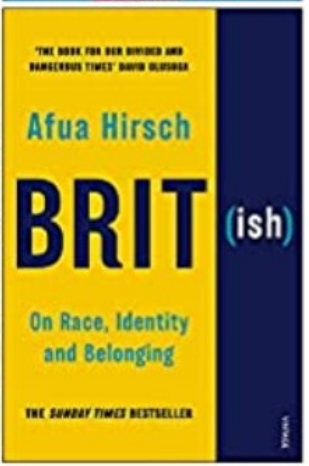
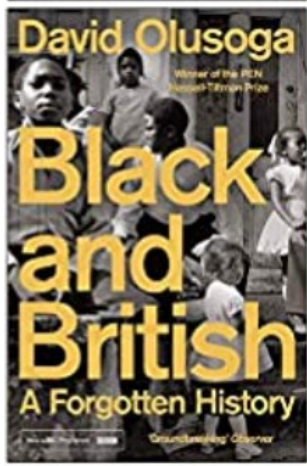
- Study Skills for Undergraduate/Postgraduate – Zero Credit module (specific intervention at all levels)
- Life in the UK training before GEM students arrive in the UK
- Cultural awareness – Time concept
- Working with the Acting team to develop scenarios Roleplay
- Academic misconduct
- More information on Visa - Employment – post-study work visa
- Video recording of all the services provided at the University
- Platform for accessing these videos without credentials



The Journey to Allyship: Where to Begin

CARE Antiracism bookcases and book club

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- [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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