Diversity
A perspective on engagement
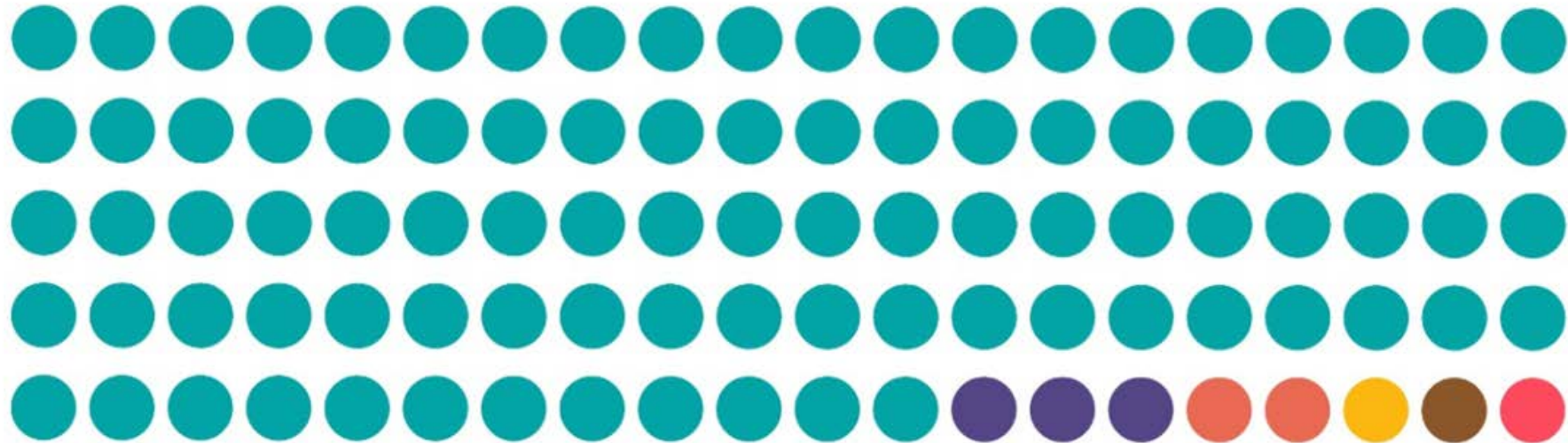
Dan Hurley, Universities UK

@DanJohnHurley

"When I arrived at university it didn't seem like diversity was being celebrated and utilised in the way I was used to."

Joel, University of the Arts, London

Sources: UUK

UK PROFESSORS BY ETHNIC GROUP

White 91.6%   **Asian** 3.3%   **Chinese** 2.0%   **Other** 1.3%   **Mixed** 1.1%   **Black** 0.6%
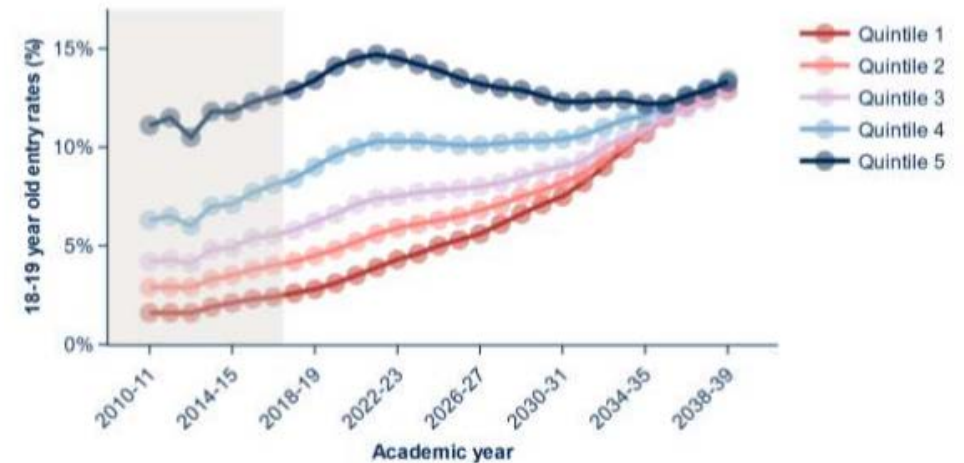
Sources: Advance HE

Overview

- Why diversity?

- How can we engage communities to drive change?

- What can we learn from each other?
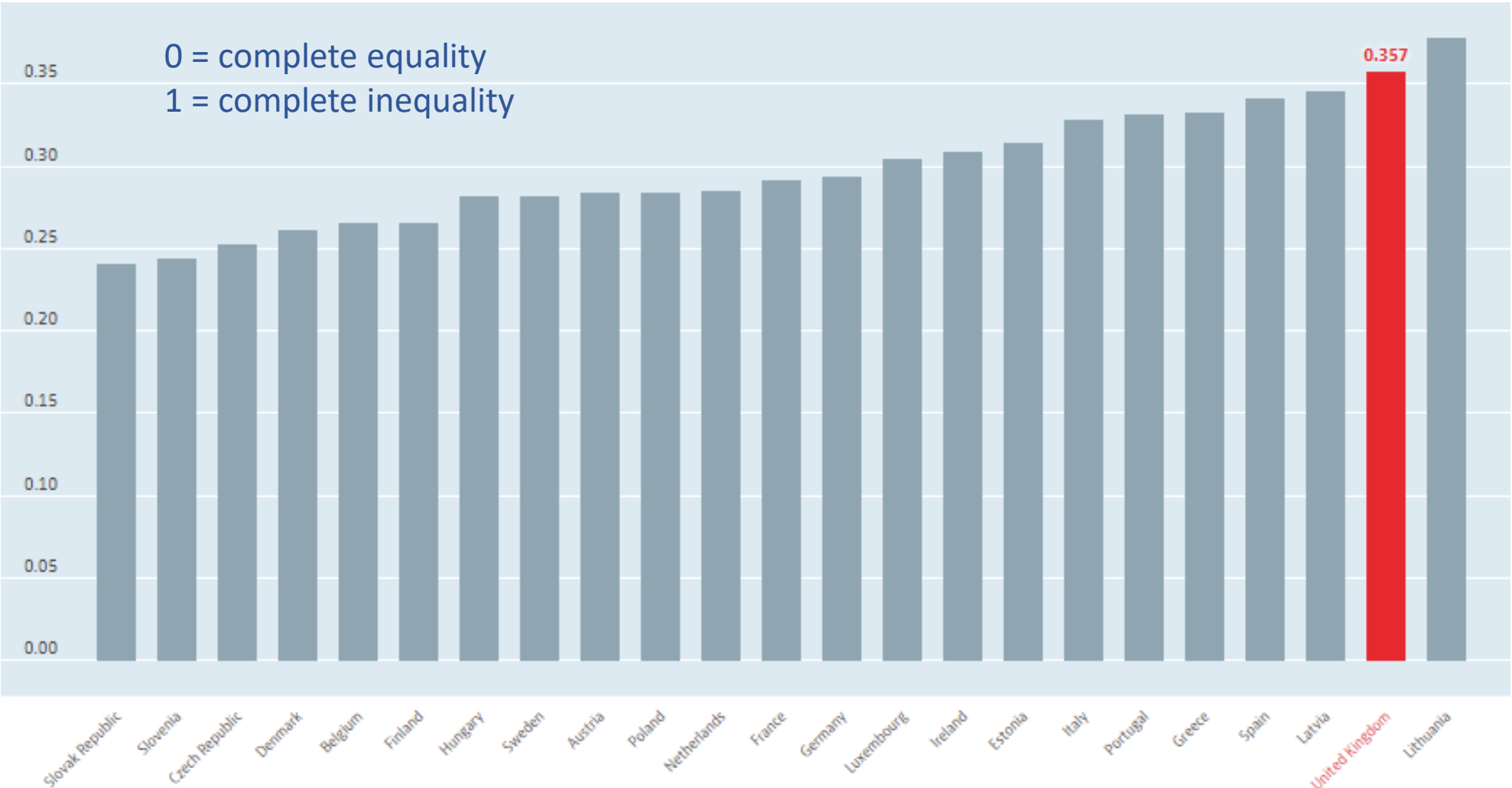
A bit of context

- Regulator in England

- Access and Participation Plans

- Targets

- Race Disparity Unit

Figure 1: Target for KPM 2 – 18- and 19-year old participation rates (new entrants) to higher-tariff providers
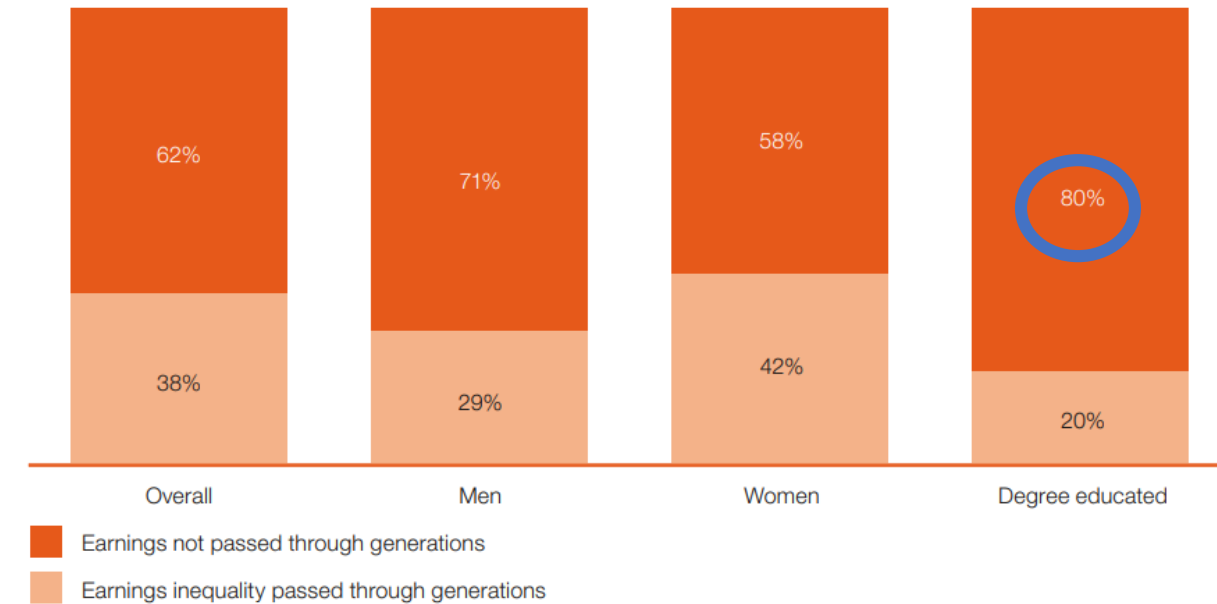
UUK priority: **Opportunity** - *anyone with the will and potential to succeed, regardless of their background, has the opportunity to transform their lives through accessing an outstanding learning experience at a UK university*

Sources: OfS

Income (in)equality – how are we doing?

0 = complete equality
1 = complete inequality

0.357

Slovak Republic, Slovenia, Czech Republic, Denmark, Belgium, Finland, Hungary, Sweden, Austria, Poland, Netherlands, France, Germany, Luxembourg, Ireland, Estonia, Italy, Portugal, Greece, Spain, Latvia, United Kingdom, Lithuania

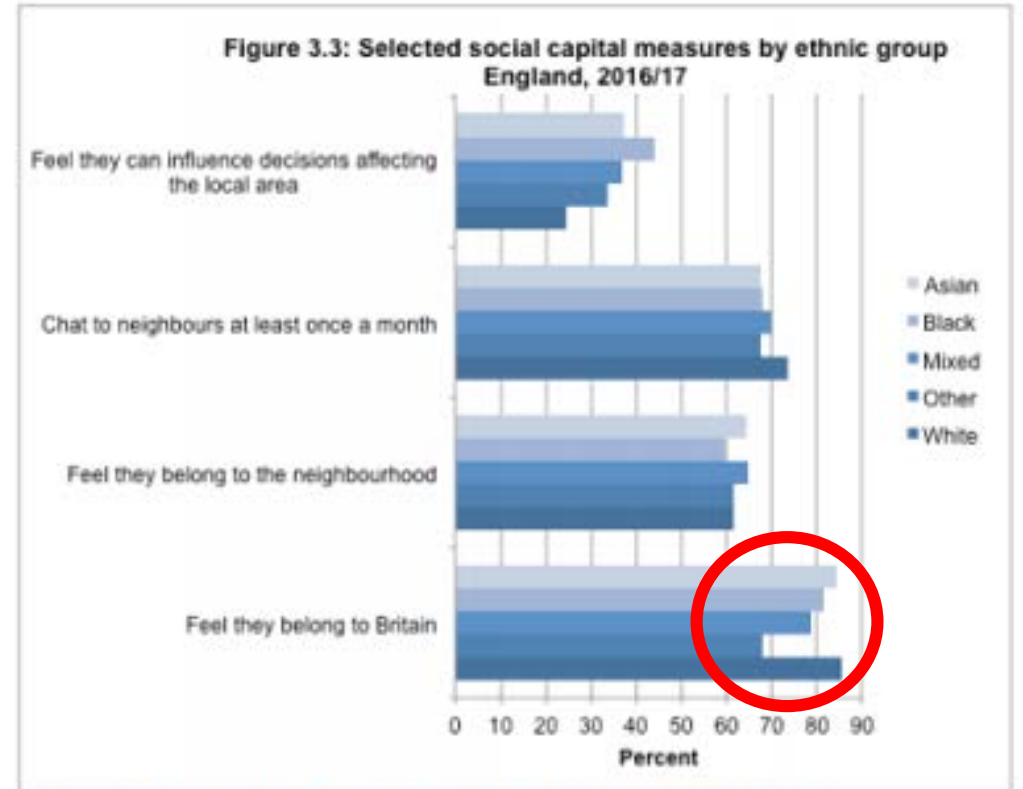Universities UK | The voice of universities

Sources: OECD

Why does higher education matter?

Figure 1.8: Intergenerational earnings mobility for 29-36 year olds (the percentage of individual's parent's earnings that are passed through generations)

- Overall: 62% Earnings not passed through generations, 38% Earnings inequality passed through generations
- Men: 71%, 29%
- Women: 58%, 42%
- Degree educated: 80%, 20%

Earnings not passed through generations
Earnings inequality passed through generations

Source: SMC analysis of Labour Force Survey (ONS)

Figure 3.3: Selected social capital measures by ethnic group England, 2016/17

Feel they can influence decisions affecting the local area
Chat to neighbours at least once a month
Feel they belong to the neighbourhood
Feel they belong to Britain

Asian
Black
Mixed
Other
White

Percent

Source: Community Life Survey, Department for Digital, Culture, Media and Sport

Sources: Social Mobility Commission, Race Disparity Audit

Key diversity stats

Socioeconomic background	Gender	Ethnicity
• 31% point gap between most and least represented groups entering higher education	• 43% of students were male	• Degree attainment gap* between black and white students is 23%
Disability	**Age**	**International**
• Proportion of students who disclosed as disabled has more than doubled since 2003/04	• 2/3 academics on fixed-term contracts aged 40 and under (66%)	• 19.6% of students from other EU and non-EU countries

(*those qualifying with a first/2:1 degree) Sources: OfS, Advance HE, HESA

Engaging with schools

All disadvantaged pupils

Sources: EEF, OfS
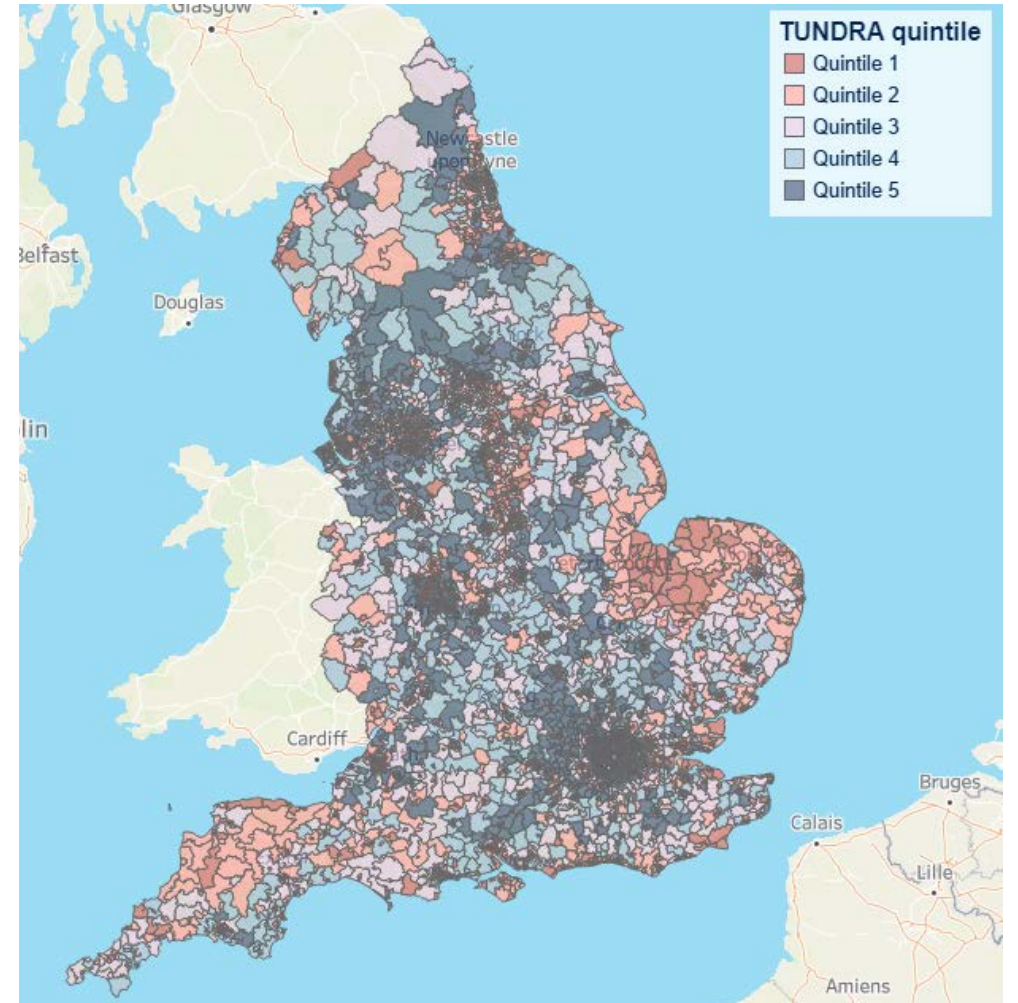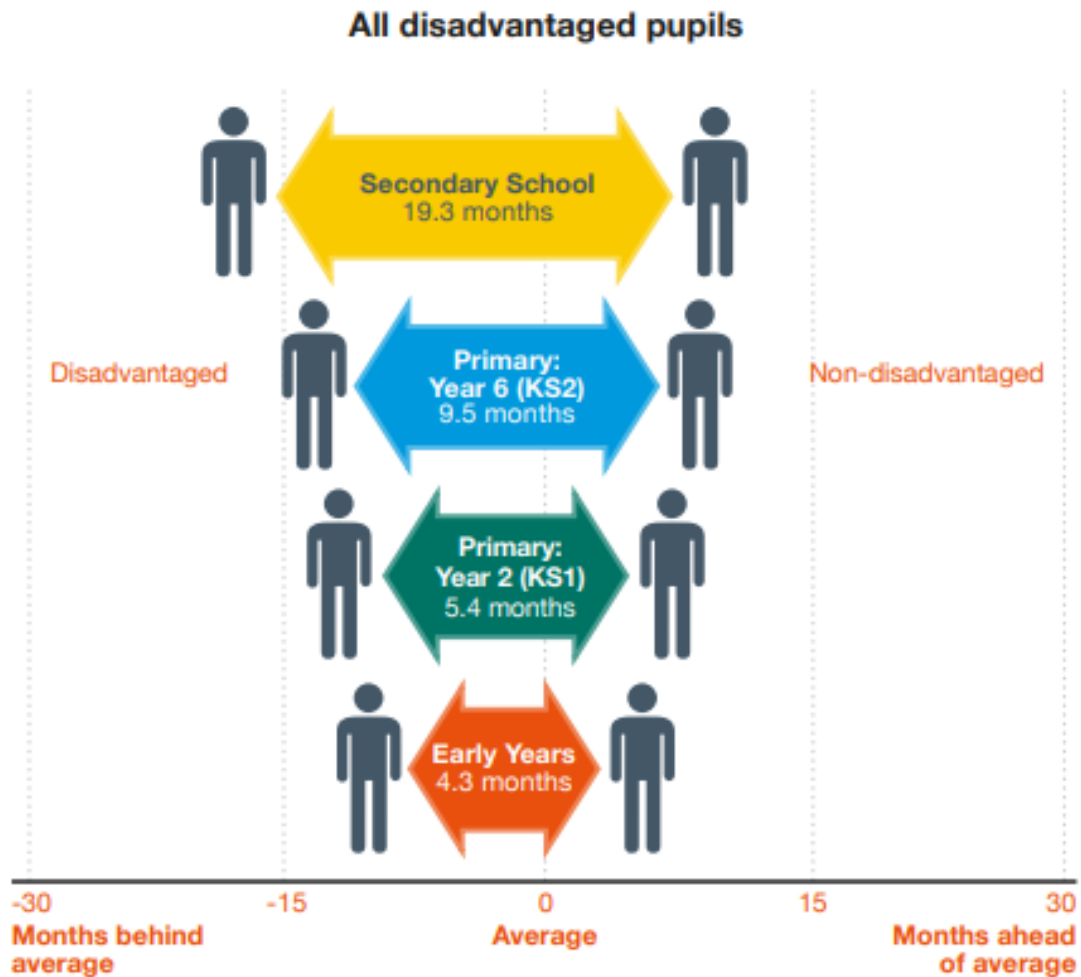
Engaging with schools

School sponsorship:
Staffordshire University Academy

School membership:
University of Essex

Key academic partner:
Manchester Metropolitan University

RAISING ATTAINMENT THROUGH UNIVERSITY-SCHOOL PARTNERSHIPS

Community outreach:
Nottingham Trent University

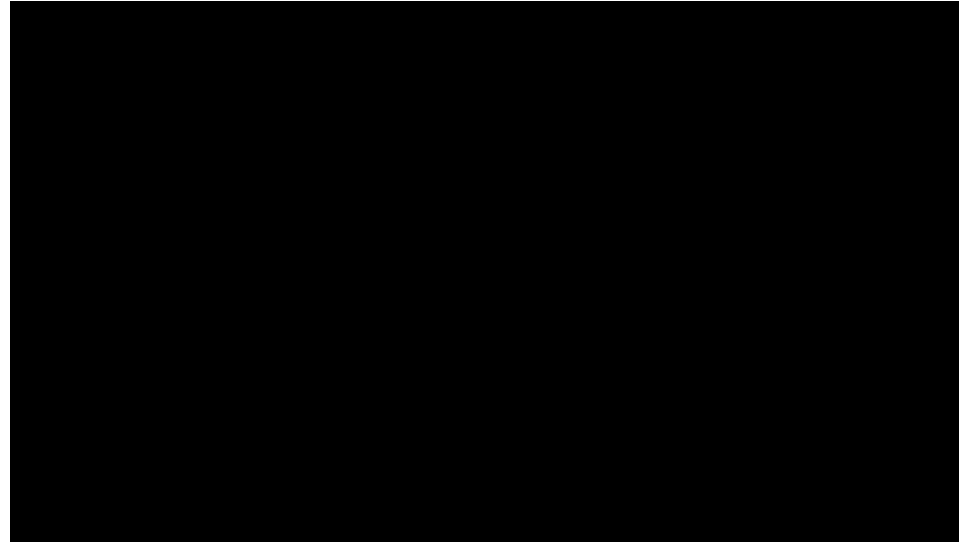**Teacher training and CPD**:
Brunel University

Educational research:
University of Nottingham

Subject expertise: Guildhall School of Music and Drama

Engaging with lived experiences

Ethnic disparities in higher education

Entry to HE:
- 18% of black students go to high tariff; 36% of white students

Non-continuation:
- 11% of black Caribbean students; 7% among white students

Outcomes:
- 17% pay gap between white and black male graduates

Degree attainment:
- 81% of white students got a first/2.1, 58% of black students

Access
Retention
Progression
Attainment

INCLUSION
FLEXIBILITY
BELONGING
PARTNERSHIP

Student lifecycle approach
Curriculum for all
Collaboration
Inclusive technologies
Flexible learning
Embedded equality and diversity
Employability
Data-driven practice
Engagement and belonging
High expectations
Outreach to the professions
Peer-led learning

Student access, retention, attainment and progression

Sources: HESA, UCAS, Resolution Foundation
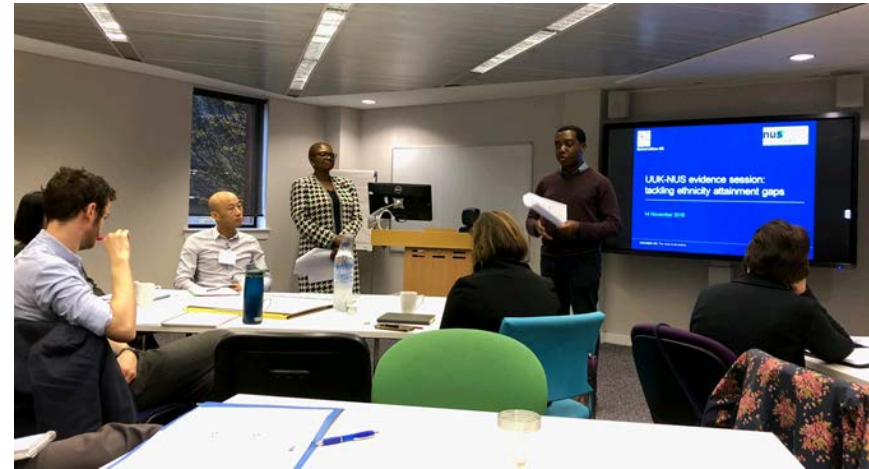
Barriers to inclusion

- Institutional culture and belonging

- Ethnic diversity among staff and role models

- Curriculum and teaching

"Having a tutor from the same background as me gave me a sense of comfort. I was able to talk to them not only about academic issues, but also advice for me personally."

Sanif, Kingston University, London

A national conversation

What are universities already doing?

The Black and minority ethnic (BME) Student Ambassador Toolkit

Mentoring and/or personal tutoring	Setting up a Learning Development Centre
Positive action talent management programme for BME students	Decolonising the curriculum across disciplines – design and delivery
Staff training on structural inequality and inclusivity, including in relation to assessment	Increasing awareness of the attainment gap to inform/trigger discussions
Creating KPIs	Bridging courses
Setting up a Student Success data dashboard	Develop a programme of inspirational speakers (due to lack of role models)
Working groups with students to allow challenge to racism and support wellbeing	Staff seminars and symposia to engage staff on the issues
Appointing student ambassadors	Resources toolkit

5 steps to success

1. Providing strong leadership

2. Having conversations about race and changing cultures

3. Developing racially diverse and inclusive environments

4. Getting the evidence and analysing that data

5. Understanding what works

BLACK, ASIAN AND MINORITY ETHNIC STUDENT ATTAINMENT AT UK UNIVERSITIES: #CLOSINGTHEGAP

Universities UK

nus
national union of students

MAY 2019

What works?

TASO
Transforming Access and Student Outcomes in Higher Education

- Evaluation frameworks

- Needs to look across UK and internationally

- Space for learning

Final thoughts

- Diversity and engagement go hand in hand for universities

- Need to understand where efforts reach – regional, local, on-campus

- Understanding what works means learning from diverse contexts

Thank you

Questions?