Race Equality - Trying to Move the Needle

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UCL Provost's Envoy for Race Equality

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- Diversity and organizational benefits
- Racial inequality
- Ethnic diversity and inclusion at UCL

UCL

Ethnically diverse management teams are more innovative.

Nathan and Lee, Economic Geography, 2013, 89: 367, ESRC Funded research

Ethnically diverse juries make better decisions.

Sommers, 2006, Journal of Personality and Social Psychology, 90, 597-612

Ethnically diverse teams price stocks more accurately

Levine et al, 2014, PNAS, 111, 18524–18529

Public companies with ethnically diverse management teams and boards are more profitable

McKinsey report 2020

A greater mix of ethnicities and nationalities on publications yields more citations.

Adams, 2013, Nature 497, 557–560

Alshebli et al, 2018, https://arxiv.org/abs/1803.02282

Inequalities harm populations

Health and social problems are worse in more unequal countries

Source: Wilkinson & Pickett, The Spirit Level (2009)

76% of UK academic staff are White
13% of UK academic staff are Black, Asian or Minority Ethnic
10% do not declare or declare as "other"

83% of UK professors are White
8% of UK professors are Black, Asian or Minority Ethnic
0.7% are Black

46% of UK academics are female
0.2% of UK professors are female and Black

13% of the UK population are Black, Asian and Minority Ethnic

2019 HESA data
2011 Census data

UK Undergraduate Students

|	Percentage of students				
Ethnicity	2014/15	2015/16	2016/17 (%)	2017/18	2018/19
White	79	78	77	76	76
Black	7	7	7	7	7
Asian	10	10	10	11	11
Mixed race	4	4	4	4	4

- The proportion of Black and minority ethnic students is growing
- In 2018, 22% of UK domiciled students enrolled on UK degrees were from an ethnic minority background

- An opportunity for universities

HESA 2017 Data

Awards and the Education Sector

- KEY STAGE 2 (10 – 11 years)
- 80% of Chinese pupils reach the standard
- 75% of Indian pupils reach the standard
- 67% of Black pupils reach the standard
- 67% of White pupils reach the standard

- A LEVELS (18-19 years)
- 24% of Chinese pupils achieve 3 As
- 14% of Indian pupils achieve 3As
- 11% of White pupils achieve 3 As
- 5% of Black pupils achieve 3 As

- DEGREES (21 – 22 years)
- 79% of White students obtain a good degree
- 72% of Chinese students obtain a good degree
- 71% of Indian students obtain a good degree
- 51% of Black students obtain a good degree

ECU 2016 Data

UCL
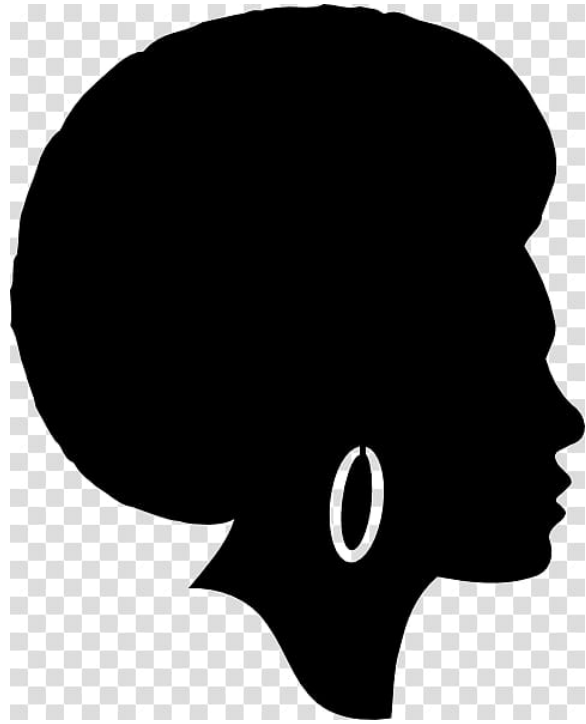
- 18% of PhD science students were from Black, Asian and minority ethnic backgrounds

- 9% of UKRI funded PhD studentships awards were made to students from Black, Asian and minority ethnic backgrounds – 29% did not disclose their ethnicity however.

UKRI Award data

	Percentages – EPSRC Grant Reviewers in 2018/2019			
Ethnicity	Reviewer pool – EPSRC peer review college	Reviewers submitting useable reviews	Grant prioritisation panel	Grant prioritisation panel chair
White	77	75	74	80
Black, Asian or minority ethnic	15	18	8	4
Not disclosed	8	7	18	15
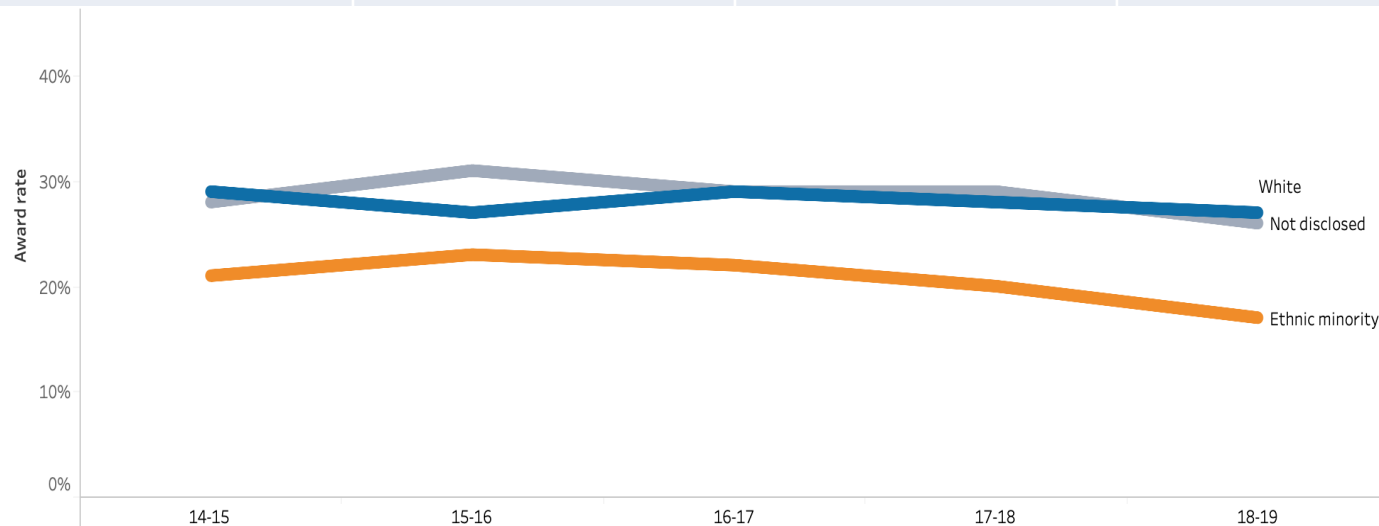
EPSRC Fellowship Application Success Rates (2016/ 2017)

White = 22%
Black, Asian and minority ethnic = 13%
Not disclosed = 0%

- Diverse decision making leads to superior outcomes
  - A race equality strategy is needed across the whole education sector
  - Schools should be rewarded for eliminating ethnicity gaps in attainment
  - The Office for Students have a target - eliminate the awarding gap between Black and White students by 2024/2025
  - Access agreements should reward universities that meet this target
  - Annual race equality data should be published by the research and education sector

Race Equality at UCL

Culture
Dean's Pledges on Race Equality
Faculty race equality action plans

Student Experience
Departmental ownership of awarding gap
BAME Award Gap fund for interventions
Awarding Gap Toolkit

Recruitment
Fair Recruitment Specialists

Progression
Inclusive Advocacy Scheme

UCL Academic Staff Profile