



Tackling the Underrepresentation of Ethnic Diversity in the Workplace.

HR Strategic Group

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**Racism exists on our campuses
and in our society. Call it what it is
and reject it in all its forms.**

We stand united against racism.

#CallItRacism

Call it racism | Challenge racist behaviour | Change racist structures

Session overview

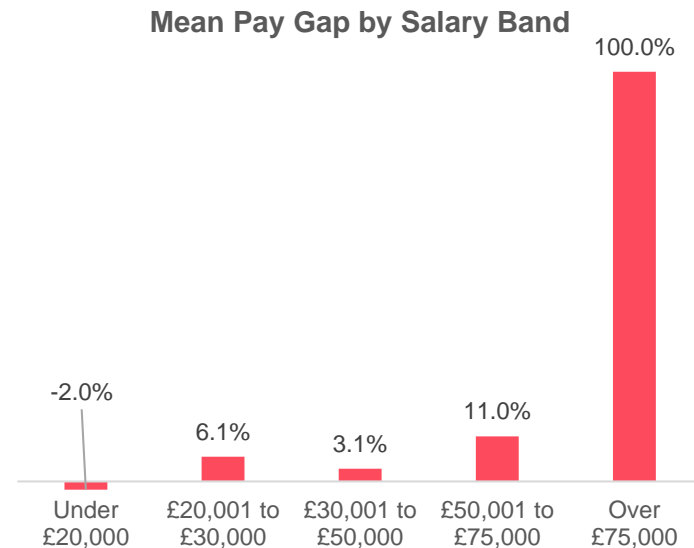
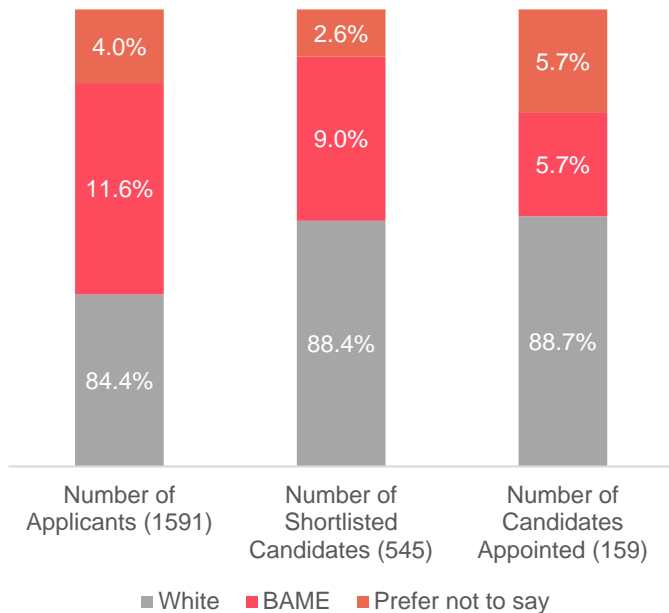
Introduction to the work being undertaken by the Scottish Funding Council and Advance HE

Tackling Underrepresentation of Ethnic Diversity in the Workplace

The Directory for Black, Asian and Minority Ethnic Academics and Professionals

The Report: 25 recommendations for how ethnic diversity in the workplace and BAME staff progression can be increased.

Why statistics are important as a benchmark



Ethnicity by %, length of service, type of contract, recruitment, mean pay gap

College Staffing Data 2017-18

Key Statistics

Full-Time Equivalent*

- **10,942** full-time equivalent staff, 1.3% increase from 2014-15.
- **5,512 (50.4%)** teaching and **5,430 (49.6%)** non-teaching, **p.10**
- **7,517** full-time staff, (teaching and non-teaching) 2.5% decrease from 2014-15, **p.9**
- **3,425** part-time staff, teaching and non-teaching, 11.0% increase from 2014-15.



Headcount*

- **3,842** female teaching staff (54%) and **3,280** male teaching staff (46%), **p.12**
- **306** Black and minority ethnic staff (2.1%), 0.1% decrease from 2016-17, **p.13**
- **3,209** Full-time staff with a recognised teaching qualification, 1.0% decrease from 2016-17, **p.16**



http://www.sfc.ac.uk/web/FILES/statisticalpublications_sfcst052019/SFCST0519_College_Staffing_2017-18.pdf

Minority Ethnic Recruitment Toolkit

- ▶ Introduction
- ▶ Context
- ▶ Toolkit components
- ▶ Strategic direction
- ▶ Developing and embedding capability and capacity
- ▶ Using data
- ▶ Advertising and outreach
- ▶ Sifting and interviewing
- ▶ Approach taken by Scottish Government
- ▶ Reference guide



Investing in a diverse workforce

Project outcomes

- Greater involvement of BAME staff in sector recruitment and promotion as well as more BAME staff being recruited and promoted.
- Increased racial diversity of staff in the sector in underrepresented areas.

Short term Expert Working Group

- A short life expert working group was established to inform and direct the project. The group is comprised of staff across the college, university and third sector.
- To inform the work required to develop guidance and a checklist to demonstrate action and accountability in recruiting, retaining and promoting BAME members of staff.
- Offers insight which enable the project outputs to be used by the sector and to be embedded within existing approaches to recruitment, retention and promotion.

Personal experiences of racial harassment: Staff

33% racist name-calling, insults and jokes

80% incidents part of repetitive and escalating behaviour

Fewer than 50% of staff did not report it

70% experienced microaggressions

Directory of Black, Asian and Minority Ethnic Academic and Professional Staff

- BAME academic and professional staff should serve on boards, interview panels, and working groups to offer diverse and intersectional representation to support in the recruitment, retention and promotion of BAME academic and professional staff. This page serves as a directory of BAME staff across the sector who you could consider contacting in order to meet this goal.
- <https://www.advance-he.ac.uk/directory-black-asian-and-minority-ethnic-academic-and-professional-staff#experts>
- **This page is based on the model created by Talat Yaqoob for ‘[Pass the Mic](#)’.**

Statement of Respect and Wellbeing

- In order to create a space where everyone feels welcomed, respected and safe we have drawn up a statement of respect and wellbeing as collective commitments for Colleges and Universities and Directory members

Guidance

In the spirit of these commitments, as interview organisers we will:

- Provide all panellists with a copy of this statement and provide guidance to ensure their contributions are accessible and inclusive.
- Pay attention to the feedback that you give us, acting on anything that needs urgent attention and using the rest to inform future events.
- Provide useful resources (information about institution, ethos, values, statistics, ethnic diversity data, etc).

The Report: Aims

A review of recent literature that has focussed on:

- interventions used in Recruitment
- Mechanisms to improve progression/development of BAME staff and provide leadership opportunities

Carried out through desk-based research and meetings with researchers/practitioners

- Recognising the need for incisive, succinct, direct insights.
- An orientation document with the necessary foundations in best practice – doesn't compromise on principles
- Designed to be dynamic – can be brought into the room and used as a reference piece; something to build on
- Accessible and evidence-led – focusing effort to tackle inertia

Key themes

1. Cultural change
2. Fund – capital, time, resources
3. Take a multifaceted approach
4. Focus on people
5. Not a ‘nice-to-have’
6. Utilise data – and understand its limitations
7. Centre lived experience

Research

‘Nothing about us
without us’

Be transparent with
data

Connect with best
practice in the sector

Value, include and
develop your student
pool

Embed anti-racist objectives

Recruitment and selection

Look beyond applicant
numbers

Expand beyond existing
networks

Recognise imposter syndrome

Attempt multiple
initiatives

Provide complete and useful
feedback

Representation

Take into account how
racism operates

Prioritise care

Value and compensate equitably

Create the conditions for
buy-in

Set the stage for increased
BAME involvement

Retention and progression

Sponsorship as well as
mentorship

Commit to transparency

Re-examine what qualifies as
excellence

Ensure BAME
representation in decision-
making

Who left? Consult those who
are no longer at your institution

Questions to ask yourselves

How inclusive are your institutions?

Do you have ethnic diversity in your workplace?

What are the experiences of minority ethnic staff members?

Thank you

Questions

Suggestions

Advice



For more information
www.advance-he.ac.uk
🐦 @AdvanceHE

